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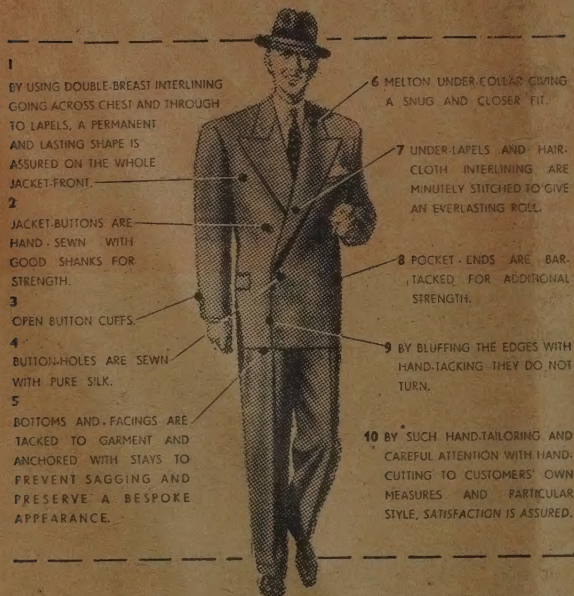
**Conference**

**Margate 1952**





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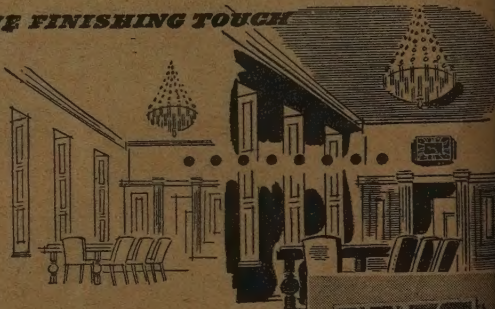
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**Happy Conference, but . . .**

WAS A HAPPY Conference. In the genial weather Margate, a roseate N.E.C. beamed from the platform on its constituents, and those same shirt-sleeved constituents beamed back upon their leaders. Not once did a red vote disturb the prevailing unity, peace and concord between them: only twice, indeed, was it necessary to unt the hands raised for or against particular items.

Whether it was as fruitful as it was happy is more open doubt. True, it overwhelmingly confirmed and endorsed the policies recommended by the Association's leaders, electing their advice only on few and minor issues. It affirmed, by majorities so decisive that they must be final, the welcome given by NALGO to its members in the sister services of health, electricity, gas, water, and transport, and then went so far as to change the Association's name in their honour. It repeated former undertakings to keep salaries in step with prices and, where and when possible, to improve them, to continue the fight for equal pay for men, to seek improvement in local government pensions legislation, and to streamline national negotiating machinery. But, for the rest, it remained bogged in a morass of minor motions and amendments, raising matters, often of trivial tail, of concern to a small group or section, or which the negotiators already had in their programmes. Some of these were discussed and agreed or rejected. Many, when came to the point, were withdrawn by their sponsors or not even moved. And nearly eighty were not even reached. This may be inevitable in present circumstances, when every one of 212,000 members has the right to propose a motion for discussion by Conference, and every one of 100 branches has the right to table that motion. But it is not the way to conduct the Annual Parliament of a great trade union. If NALGO's Conference is to be what it is designed to be, the Association's supreme determinant policy, then something drastic must be done to prune its agenda of triviality and give more time to policy matters. The new rules take a step in that direction. But it is a small step only, and there is need for all in the next few months to consider how best we can, without unduly curbing the rights of the individual, ensure that the agenda puts first things first—and last things nowhere.

**"The hand of Douglas"**

MARGATE produced one dramatic issue—the N.E.C.'s call for all-out opposition to the attempt by Douglas Corporation, having accepted the English Charter, to repudiate it as soon as its staff asked for the pay increase awarded last year, and to deprive that staff of the right to trade union support. To this, delegates responded with fervent unanimity, answering the Corporation's claim that "The hand of Douglas is its own" with determination

"To beard the lion in his den

The Douglas in his lair."

This, they recognised, was a crucial issue, extending far beyond Douglas, and involving more than acceptance of the decisions reached by joint negotiation. It was a challenge to the whole basis of trades unionism and the right of employees to join together for mutual protection and support. That is a challenge which NALGO will fight—in the words of its N.E.C. chairman—"to the uttermost" and upon which there can be no compromise. It is to be hoped that good sense will prevail and that the Corporation—which is far from being unanimous—will withdraw the new conditions which it has tried to enforce upon its staff but which they, under NALGO instructions, have refused to accept. Should it refuse, it will find itself opposed not only in the Courts and the Arbitration Tribunal, but by the united strength, moral and financial, of 212,000 NALGO members.

**L.C.C.'s equal pay lead**

PAGEANS must have sounded far beyond County Hall last month, when the London County Council unanimously agreed to grant equal pay to all the women on its staff in grades in which both sexes are employed. For, though typists and other "single-sex" grades are not included—they are to be paid the "rate for the job"—this is the first substantial breach in the wall of "inopportunistism" which public service employers have raised against adoption of a principle enshrined in the Charter of Human Rights and accepted by successive Parliaments since 1920. In support of its claim, the staff side made telling use of the evidence submitted by the late clerk of the council to the Royal Commission on Equal Pay that there was no difference between men and women in efficiency, value, or output of work.

The victory removes the last shred of the argument of other employers that they cannot meet the claim until the government has granted it to the civil service. Indeed, the government destroyed that argument two years ago, when it told the International Labour Conference that, in this country, such matters were not settled by government decree but by collective bargaining. The L.C.C. has taken it at its word. It is now for others to follow its example.

*It is the aim of "Local Government Service" to encourage the fullest freedom of opinion within the Association. Unless the fact is stated, therefore, views advanced, whether in the editorial columns or in signed articles, should not necessarily be regarded as expressing the considered policy of the Association.*



# What Conference decided

THE MORE important decisions of Conference are summarised below. For details, readers should refer to the page numbered in brackets.

## IT RESOLVED TO:

- ★ Resist the anti-trade union policy of the Douglas (Isle of Man) Corporation and, if necessary, raise a levy of all members to support officers who may suffer in consequence (205).
- ★ Urge the Government to take decisive steps to arrest the rise in the cost of living (207).
- ★ Instruct the N.E.C. to take all necessary action to ensure that the salaries of all members keep in step with the cost of living (207) and to claim that all future awards of negotiating bodies are made retrospective to the date of submission of the claims (217).
- ★ Resist the tendency to reduce differentials between higher and lower grades (208).
- ★ Instruct the N.E.C. to seek to establish a single National Joint Council for local government officers in England, Wales, and Scotland (212).
- ★ Call for submission of the claim for London weighting to arbitration and seek recognition of London weighting in the calculation of overtime pay (217).
- ★ Safeguard the interests of members declared redundant (218).
- ★ Instruct the N.E.C. to seek payment of increments to local government officers in the General Division from their birthdays, instead of from the first day of the next pay period (217).
- ★ Seek national agreement for the introduction of the 76-hour fortnight in the local government service, with alternate Saturday morning leave (213).
- ★ Seek provisions for the indemnification of local government officers against loss, damage, or injury arising in or out of their employment (217).
- ★ Continue to co-operate with other interested bodies in the campaign for equal pay for equal work (208).
- ★ Instruct the N.E.C. to seek compulsory release with pay for one day a week, or its equivalent, to enable junior entrants to the local government service to further their education; and to formulate a scheme of financial assistance for post-entry training of Miscellaneous officers (211).
- ★ Stress the need for standards of entry and satisfactory post-entry training facilities in all services covered by the Association (209).
- ★ Oppose the direct entry into senior administrative posts in all services of persons without substantial experience of the service concerned (218).
- ★ Urge the Government to introduce legislation to amend the local government superannuation provisions (219).
- ★ Seek legislation to enable a local authority to pay a gratuity to the widow or other dependant of a local government officer who dies in the service (220).
- ★ Stress the urgent need for amendment of the Pensions (Increase) Acts 1944 and 1947, to increase the pensions payable and abolish the present means test (217).
- ★ Urge the immediate improvement of the Local Government (Compensation) Regulations, 1948 (217).
- ★ Instruct the N.E.C. to propose reforms of health service Whitley machinery and seek legislation to require the Minister of Health and the Treasury to accept Whitley agreements (217-8).
- ★ Deplore the delay in obtaining increased salaries for certain grades in the health service and urge speedy agreement on their behalf (218).
- ★ Press for speedier communication to employers of health service Whitley agreements (218).
- ★ Call on the N.E.C. to take more positive steps to secure 100 per cent membership (222).
- ★ Change the title of the Association to "National and Local Government Officers Association," retaining the short title "NALGO" (229).
- ★ Approve and adopt a new Constitution for the Association, in the light of the decisions reached in 1951 (229-30).
- ★ Increase, as an emergency measure, the proportion of subscription income retained by branches this year, provided that the *per capita* figure never exceeds that for 1950/51 (228).
- ★ Reaffirm its public relations policy; urge the Minister of Housing and Local Government to encourage local authorities to use their powers to develop public interest in civic affairs; improve communications with members; and encourage branches to publish weekly information bulletins (226-7).
- ★ Instruct the N.E.C. to organise water industry staffs and give due recognition in NALGO publications to the officers of water companies (224).

## IT REFUSED TO:

- ★ Insist that all future salary increases shall be negotiated on a percentage basis (207).
- ★ Bind the Council to link (or not link) future cost-of-living claims to the wage-rate or cost-of-living index (207).
- ★ Initiate a campaign for civil service standards of leave, salaries, and pensions for members in all service (212).
- ★ Instruct the N.E.C. to seek high overtime payments in all services (213).
- ★ Demand immediate changes in the local government scheme of motor-car allowances, or a special scheme for London (214).
- ★ Ask for additional paid leave for Class "Z" and Class "G" reservists (217).
- ★ Seek superannuation amendments at benefits conflicting with those already sought by the N.E.C. (220).
- ★ Claim the right for women to retire at 60 (220).
- ★ Require the N.E.C. to report on measures to strengthen local government and local government finance (227).

## REFERRED TO THE N.E.C. for consideration and report:

- ★ Various proposals for revision of the local government salary scales general and the General Division scale in particular (209).
- ★ Requests for longer annual leave for local government officers in the General and Miscellaneous Division (217) and for uniform scales for shorthand typists in all services (209).
- ★ A demand for immediate increases, London weighting and for provincial weighting in all services (217).
- ★ A call for a national formula for the make-up of civil pay under the Reserve and Auxiliary Forces (Protection of Civilian Interests) Act, 1951 (217).
- ★ A proposed amendment of superannuation provisions to allow a retiring officer who accepts further employment with a local or public authority retain his full pension and salary (220).
- ★ A request that health service Whitley agreements should be couched in clear unambiguous terms and that assimilation provisions should be mandatory (218).

In addition, many items were withdrawn or not moved by their sponsors, and not considered when Conference ended were automatically referred to the N.E.C.



# President warns employers: Beware the fury of a patient man'

NALGO has never threatened. It has preferred reason and persuade, to rely on the force of argument rather than the argument of force. But if all our reasonable claims are to be ignored, if our persuasive voice is to be met by the deaf ear, if our efforts to negotiate are to be rejected, then we must consider the stronger measures of self-protection which we have hitherto repudiated. So I say to our employers, in every field: 'We have been very patient, gentlemen. But if you should test us too far by negation and procrastination, then 'beware the fury of a patient man'."

It was in these words, cheered to the echo by delegates, that the Association's President, LEWIS BEVAN, set the tone of Conference in his Presidential Address delivered at the opening of the first session in the Winter Gardens, Margate, on June 10.

After reminding delegates that the recent claim for higher salaries for local government officers in England and Wales had been rejected by the employers and referred to arbitration, that the claim for Scottish local government officers had been only partially fulfilled, and that claims on behalf of members in the electricity and national health services were still under consideration, Mr. Bevan continued:

"We do not like making constant claims for higher pay. We have always exercised restraint in this matter, because we know that, when production remains stable, wage increases contribute to inflation, from which the black-coated worker invariably comes off worst. We prefer a stable pound to a pound reduced in value plus a bonus to meet part of the loss in purchasing.

"Knowing this, we have exhorted the Government to stabilise the cost of living. It would be to our advantage—and it would be still more to the advantage of our older colleagues who find themselves cruelly robbed of a large part of the pensions for which they have worked and to which they had rightly looked forward (*hear, hear!*). Whilst we have striven, and will continue to strive, to obtain some redress for them, we know that for them, for us, nothing we can secure would be so effective as a halt to the rising cost of living.

"But there has been no halt. In the past twelve months, the cost of living index has gone up a further ten points. It is still going up. And, though we prefer the policy of restraint, we cannot pursue that policy to the point at which it threatens to beggar our members and wreck the great services of which they are part." (*hear, hear!*)

"For many years, the British public servant has served the people of this country faithfully and well, doing tasks that are often arduous, often dull, sometimes hazardous—but always vital. He does not make ships or aircraft, he does not grow food, he does not sell goods either at home or overseas. But he does make and sell things which are more important even than those. He makes the homes, the hospitals, the schools, the towns and villages, upon which all other work and industry depend. He sells health, and happiness, and human wellbeing: those factors which distinguish the British worker from the oriental serf and the lot.

"Let any who may question that statement think for a moment



what would happen in this country were every NALGO member to cease work for a month.

"At once, the essential public services of water, gas, electricity, and sanitation would cease. We should turn on the tap, press the switch, but nothing would happen. With nobody to arrange the collection of refuse, man the sewage works, condemn polluted food, or stop epidemics at their source, our homes and streets would soon become choked with filth and corruption, and disease would rage unchecked. Schools and hospitals would close, the dead would lie unburied, and in our darkened, unprotected towns industry would be forced to a standstill; only the thieves and thugs would flourish.

"That may seem a fanciful picture. But it is fanciful only because it has never happened. The British public servant has never stopped work. However sorely he may be tried, he has always put his duty to the public before his duty to himself and his family. But it is profoundly wrong for his employers to profit from that sense of duty and, confident that they have nothing to fear, to deny to him claims which they would admit were they presented by others who backed them with the threat of force (*hear, hear!*)"

Yet, whilst they were keenly, and rightly, disappointed with the reception given to the current claims, it would be wrong to let that disappointment blind them to the gains which had been made. Mr. Bevan recalled his own early days in Wales, when a youngster entering the services of a big local authority was thought lucky to start at £70 a year, with two promotion bars between that and £300;



when there was no guaranteed pension on retirement, no assistance with education fees, no six months' sick leave on full pay. NALGO had abolished standards and conditions like that. "We may not have reached the Promised Land—but we have at least escaped the Wilderness."

He was proud, he continued, to be the first President of the Association to represent the National Health Service (*cheers*). That service was facing difficult problems. Recently, many of its officers had been confronted with a threat to their livelihood from the Minister's decision to discharge those whose posts had been described as redundant by the investigating teams sent to review hospital establishments.

"Public servants have always been fair game for this kind of attack," Mr. Bevan declared, "but rarely have they been given the kind of treatment now contemplated. Few can feel secure—and such insecurity is bound to affect their work and damage the efficiency of the service (*hear, hear!*). NALGO will do all in its power to protect these members, and has already taken action, both inside and outside the Whitley machinery (*cheers!*).

"Serious as is this threat," he continued, "there is another aspect which might, in the long run, prove little less damaging. When the Ministry of Health appointed the investigating teams, it invited some senior officers to serve on them. All who received this invitation were assured that no officer would be dismissed as a result of their recommendations, and that any redundancy disclosed would be dealt with by normal wastage. Many agreed to join the teams only on this condition, and they, in turn, gave similar assurances to the groups they investigated.

"Yet, now, the Minister has decided to order the dismissal of staff—a decision which can only be regarded as a flagrant breach of the undertakings given and accepted (*hear, hear!*). Such actions are bound to undermine our confidence in the word of the Minister. In the interests of the service as a whole, I hope that, even at this late hour, those responsible for Ministry policy will have second thoughts."

Health Service Whitley machinery had also been criticised, notably because of its often inordinate delays in reaching decisions. The Select Committee on Estimates had condemned both these delays and the ill-balanced management sides, overweighted with civil servants and with few or no representatives of the actual employers—the regional hospital boards and hospital management committees.

"We can endorse these criticisms. Whilst it is not for us to seek to interfere in the selection of management sides, we should welcome the opportunity to negotiate salaries and service conditions with our real employers rather than with those who are far removed from the day-to-day work of the hospitals." (*hear, hear!*)

## Danger of local pressure groups...

Of the Association itself, the President said that, during the far-flung tours of his year of office—"from Kincardine to Cornwall, from Caernarvon to Kent"—he had received convincing evidence of its fundamental strength and of the lively enthusiasm of branch officers.

But two recent developments gave cause for some disquiet. The first was the tendency, displayed during the year by a small group of bigger branches and a group of branches in the Metropolitan district, for sections to seek to by-pass the Association's constitutional machinery and set themselves up as pressure groups for sectional or local claims.

"If we are to have a group of big branches and a group of Metropolitan branches," he asked, "will not those be followed by groups of small branches, groups of medium-sized branches,

groups of Welsh branches, of North-Eastern branches, even of General Division or of A.P.T. members, each pressing its own independent and, probably, contradictory claims? And then where shall we be? It is an old adage that 'By uniting we stand, by dividing we fall'—but it is profoundly true.

"There are few, if any, trade unions more democratic than is NALGO, or which provide fuller opportunity for the minority viewpoint to get a fair hearing. Let us use that democratic machinery and avoid the creation of pressure-groups that cannot strengthen but are more likely to lead to disruptive explosions" (*hear, hear!*).

## ...and of sectional disunity

More serious was a growing tendency for sectional societies and associations to undertake, or to pretend to undertake, trade union functions, to claim seats on negotiating bodies and, even when they had no such seats, to claim direct responsibility for the results of collective bargaining (*hear, hear!*).

"In the past," he continued, "most of these bodies were content to leave negotiation on salaries and service conditions to NALGO, which has established a consultative committee through which they can express their several points of view. But now they are claiming their own voice in negotiations."

"That, I am convinced, is a bad and dangerous development (*hear, hear!*). It weakens NALGO's influence, without strengthening that of the sectional society. It means that, instead of the staff side of a Whitley Council presenting a united front to the employers, all its members speaking with one voice, it presents a divided front, with each member pressing the interests of his own section, often to the detriment of the whole. It therefore splits and weakens the trade union forces, to the profit of the employers and the loss of the officers."

The development also threatened NALGO itself. Through the propaganda of these sectional societies—not always as scrupulous as it might be—officers were encouraged to believe that the sectional society could do all their trade union work for them, and that it was no longer necessary for them to belong to NALGO. So far, the effect had been small, but it presented grave dangers and must be tackled vigorously and firmly.

"We want to co-operate with the sectional and professional societies, who have played a great part in the development of our service. We hope that they will recognise that it is no part of their function to play at trade unionism, and that the attempt to do so can only weaken the position of their members. But if they fail to see where the interests of their members lie, then we must use stronger measures. NALGO cannot allow sectional interests to sabotage its aims, to confuse and weaken its negotiations, and to imperil the standards of its loyal members."

Mr. Bevan reserved his last word for the women, who, he said, usually had it. He asked Conference to join him in congratulating the staff side of the Civil Service National Whitley Council on its well-organised agitation for equal pay—an agitation in which NALGO had played its part. "The civil service fight is emphatically our fight," he said, "and it will go on until victory had been won" (*cheers*).

"Three years from now," he concluded, "we shall be celebrating the fiftieth anniversary of our Association. Already, plans are being prepared for that great occasion. Let us see to it that we are worthy of NALGO and that NALGO is worthy of the praises we shall then sing in its honour, when it will be

"... past the bounds of freakish youth  
But strong for service still, and unimpaired."



# CONFERENCE 1952

## Douglas declares 'war' on NALGO

### DELEGATES PLEDGE TO RESIST TO UTTERMOST

THE CORPORATION OF DOUGLAS, Isle of Man, has declared war on NALGO. It has repudiated the Charter, severed relations with the Association, and told its officers that they must forgo all trade union protection in future.

That was the news with which the President startled the Association's Annual Conference at Margate on June 11. The Conference accepted the challenge, and it was with a resounding "Aye" that 1,400 delegates responded in one voice to the call of C. J. NEWMAN, chairman of the National Executive Council, to "resist to the uttermost."

Though some rumours had circulated among delegates the previous evening, when the N.E.C. held a special meeting to consider the issue, there was general surprise when the President interrupted the proceedings a few minutes after they had begun to make a "very serious" announcement. The facts, which he summarised, can be briefly stated. The present Isle of Man branch of NALGO was formed in 1946. In February, 1947, Douglas Corporation recognised the Association, but refused to adopt the Local Government Charter until January, 1951, after the Association had reported a trade dispute. In June of the same year, the Association lodged 36 grading appeals but these, after six months' delay, were all rejected out of hand.

Last October, the branch asked the Council to grant the salaries increases recommended by the National Joint Council the previous April. Again, the Council adopted delaying tactics—until February this year, when it replied by repudiating its agreement with NALGO, withdrawing recognition from the Association, and rescinding its resolution to adopt the Charter.

NALGO at once reported a trade dispute and this was referred by the Lieutenant-Governor to an Arbitration Tribunal. The Council responded by seeking to evade arbitration, applying to the Court for an order to prohibit the Tribunal from dealing with the dispute.

Before this action could be heard, the Corporation went further. On May 17, it sent a letter to every officer, setting out new conditions of service, less favourable than the Charter. More serious, one of the new conditions declared that the officer must not, under penalty of instant dismissal, directly or indirectly divulge or communicate any matter concerning the practice business or affairs of the Council or of any person company or corporation having dealings with the Council or any person whatsoever whether in the



employ of the Council or not except so far as may be necessary for the due performance of the business of the Council." "We consider the terms of this condition to be sufficiently wide," said the President, "to prevent the staff from communicating grievances or, indeed, any information concerning their terms of employment, to NALGO as their trade union, and we believe that the condition is deliberately designed to have this effect, in pursuance of the Corporation's anti-trade-union policy."

Officers had been asked to sign and return the agreements by June 4, and were told that, if they did not do so, the new conditions would become operative on that day. But NALGO had already advised them not to sign, and it is understood that all have refused.

"We regard the Corporation's action," said the President "as a major challenge to the trade union movement in general. We know that you will want to pledge yourselves to resist it by all legitimate and available means, including legal process, trade union action, and full financial support to our members in the Corporation's employment (hear, hear!). Further, we want you to agree to raise any special levy or levies which may be needed to maintain each and every one of our members who refuses to sign the Corporation's new contract of service and who thereby loses his employment" (cheers).

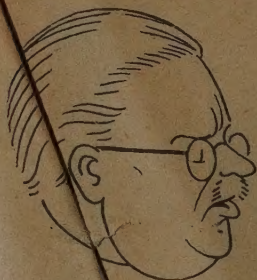
J.F.



The President then read the following emergency resolution:

"That this Conference instructs the National Executive Council to take all necessary measures to resist the anti-trade-union policy applied by the Douglas Corporation to members of its staff and to the Association; pledges full financial support to members in the Corporation's employ who may suffer from action pursued by the Corporation; and hereby authorises the National Executive Council to pursue all requisite procedures for the raising of any special levy or levies that may be found necessary to implement the terms of this resolution."

Moving the resolution, C. J. NEWMAN, chairman of the N.E.C., reminded delegates that, in his address, the President had said that the Association



C. J. NEWMAN

preferred the force of argument to the argument of force, but the Douglas Corporation wanted to use the argument of force, NALGO would resist it—to the uttermost! (cheers). The N.E.C. took such a serious view of the situation that for the first time, in his experience, it had held an emergency meeting during Conference week. It was not often unanimous, but it had been unanimous in asking Conference to accept the resolution.

#### "Fight to the bitter end"

He hoped that delegates appreciated the implications. It might mean the calling of a special Conference to raise a levy, and it might involve every member in financial sacrifice to maintain the vital principles of trade unionism. The reception given to the President's statement had shown that delegates were prepared to go forward without flinching wherever it might lead (cheers).

"Speaking as a town clerk, with a full sense of responsibility," Mr. Newman concluded, "I say that you have no option but to fight this issue to the bitter end." (loud cheers).

P. H. HARROLD, honorary solicitor for England, and chairman of the law and parliamentary committee, seconding the resolution, said that the Council was in touch with the best legal advice in the Isle of Man, all necessary instructions had been given, and no effort would be spared to deal with the action launched by the Douglas Corporation and, if necessary, to launch counter-actions. He had no hesitation in supporting his brother town clerk (cheers).

Asked by C. R. GIBSON, *Bristol Electricity*, whether Conference could not decide on a levy at once, the President explained that that was impossible: under the Association's constitution, a national levy could be authorised only by calling a Conference with proper notice, the purpose of the meeting being stated on the agenda. To this, Mr. Harrold added the assurance that the possible need for a special Conference would not in any way

prevent immediate action, for which the full resources of the Association were available. The procedure for a levy could be completed later, if it were found necessary.

J. H. HUGHES, *Fulham*, supporting, warned delegates that they must carry their enthusiasm back into their branches. This issue must be fought to the finish.

Without further debate, the motion was carried unanimously, amid loud cheers.

## Salaries claims: staff side leader tells of abortive negotiations

After this unexpected and exciting interlude, the debate on salaries, which immediately followed it, fell a trifle flat, with none of the fireworks which had marked such debates in the past. It began with a statement by A. E. NORTROP, chairman of the staff side of the local government National Joint Council.

On the general question of the need for salary adjustments to meet the cost of living, he said, the platform and the floor were as unanimous as they were on the Douglas issue. All knew, from hard experience, the cost of living today, and all knew that salaries had fallen behind. But they must recognise the difficulties of the negotiators. The Chancellor of the Exchequer had called for restraint in wage claims. When the latest claim was made in the local government National Joint Council, the employers had said that it was ill-timed and should be deferred for nine or twelve months. They suggested that the Association should set an example to the rest of the country, and contended that local government officers were already adequately remunerated. Of course, the staff side did not accept these arguments.

The Blackpool Conference last year, Mr. Nortrop continued, had adopted three important resolutions: urging the Government to control prices and reduce the cost of living; instructing the N.E.C. to safeguard the salary standards of members; and reaffirming the strong belief of the Association in Whitleyism as the best means of negotiation.

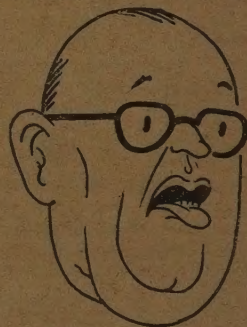
#### Why claim was deferred

Within three weeks, the service conditions committee got to work on these resolutions. It rigidly adhered to Whitleyism as the best means of securing what was desired. It made an immediate approach to the Government, telling it that NALGO was, as always, ready to help, but warning it also that the Association could not stand aside and see others obtaining increases whilst its own members got nothing. It deferred making an immediate claim for higher pay; and if it did so, the employers would have rejected the claim out of hand. Moreover, the Council expected a sharp rise in prices towards the end of the year,

against which a premature claim could have given no protection.

But, by November, the cost of living index showed an increase of 10.25 per cent since January, and the Council, deciding that the right time had come, gave the staff sides of each negotiating body a free hand to negotiate a claim for not less than 10 per cent.

In local government, they began with informal discussions with the employers, and these were not unhelpful. It was decided to explore the possibility of some arrangement for automatic adjustment of salaries which would keep them in step with rising prices without frequent claims, thereby allowing the National Joint Council to consider other matters. But the employers would not agree.



A. E. NORTROP

Some members had criticised the delay, but it had not been excessive. The local government claim was submitted in January, and was discussed again on February 23, when the employers asked for a further deferment for consultation. When it was made clear at the next meeting that they were not prepared to discuss the claim or make an offer, the staff side took the unusual step of calling for the services of the independent chairman as an arbitrator. This move failed. It then agreed to a further meeting in April, making it clear to the employers that, if no reasonable offer was made then, it would take the case to arbitration. At the April meeting, the employers said that, after extensive consultations throughout the country, they must reject the claim. The staff side immediately



# Free hand for negotiators on future pay claims

plied that it would go to arbitration. The arbitration Tribunal would meet on July 9, and negotiations in other services were deferred, pending its award.

After this statement, delegates adopted without discussion a *Liverpool* motion calling on the Government to arrest the rise in the cost of living, and agreed to the withdrawal of a composite motion by *Bolton*, *Huddersfield*, *Islington*, *Wanstead* & *Woodford*, and the *North Western* and *Yorkshire District Committees* demanding immediate action to secure a substantial all-round increase—with the result that the following nine amendments, mostly strengthening it, fell.

There remained only a motion from *Solihull*, which the N.E.C. supported, instructing it to take all necessary action to keep salaries in step with prices. Though content to move it briefly, H. L. GLEDHILL obtained an assurance that everything possible would be done in the current claim to get for officers in grades A.P.T. IX and X the increase they had been denied last year.

## LINK WITH WAGE-INDEX? N.E.C. not committed

To this motion, *Wharfedale Area Hospitals* had tabled an amendment seeking a variable bonus based on the Ministry of Labour's wage-rate index which produced a lively debate. Though the mover, L. RENNARD, pointed out that, had this been agreed a year ago, members would now have some compensation for subsequent price increases, C. R. GIBSON, *Bristol Electricity*, soundly condemned it. Its adoption, Mr. Gibson declared, would mean sacrificing the major freedom to negotiate general claims for the minor freedom to negotiate sectional claims and would tie salary scales to the rates of pay of manual workers, which might well be depressed by unemployment in some industries.

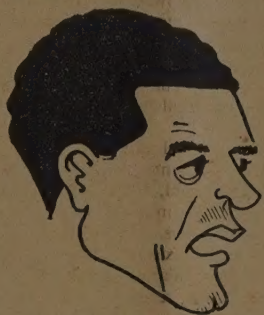
W. R. RANKIN, *Liverpool*, challenged this view, suggesting, amid cries of dissent, that wages would fall only if prices fell first.

E. WYE, *Guildford*, opposed on a different ground—that to link salaries to wages might encourage members in the professional sections to break away from NALGO and negotiate better salaries for themselves—a movement which was already starting, he warned.

Further opposition followed from J. BURGESS, *Islington*, who feared that wages would fall before prices, as they had done in 1923; from B. W. H. LWOOD, *Hull*, who suggested that adoption of the amendment would deprive NALGO of latitude to negotiate; and from F. E. TALBOT, *Teignmouth*, who insisted that the Association should rule its own roost.

For the N.E.C., G. R. ASHTON warned delegates that the time was fast approaching when it would be in their

best interests to accept automatic adjustment of salaries. The Ministry of Labour wage-rate index was based on the weekly rates of wages in all the principal industries and services in the United Kingdom, and therefore reflected both the general trend and the best that was being obtained by other negotiating bodies. Surely that was what Conference wanted, particularly at a time when the cost of living was likely to level off. Whenever it was desired to reduce wage-rates, the local government service was asked to give a lead, and the Association wanted to be fortified against such a demand.



C. R. GIBSON

But Conference refused to agree, rejecting the amendment, together with a further amendment by *Wanstead and Woodford* which would have required the N.E.C. to seek an increase for every five points rise in the cost-of-living index, and approving the *Solihull* motion.

A few minutes later, Conference was to demonstrate its traditional great-minded rejection of the hobgoblin consistency. This was on a *Guildford*, *Islington*, *Bristol Electricity* and *South Western District Committee* motion, instructing the N.E.C. not to link salaries to the wage-rate or any other index.

Its mover and seconder, E. WYE, *Guildford*, and C. R. GIBSON, *Bristol Electricity*, confident that, having just voted against the wage-rate index, Conference would adopt it without discussion, were content to move it formally. But delegates refused to do the expected and quietly rejected the motion, thus leaving the Council neither committed nor uncommitted.

## METROPOLITAN DEMAND "Percentage increases only"

Equally taken off guard was MISS PATTAYLOR, in charge of the *Metropolitan District* motion denouncing lump sum increases and demanding that the N.E.C. press for percentage increases in all future salary negotiations. Since Mr. Nortrop had made it clear that the Council agreed with the motion, she said, and would insist on percentage increases, she was prepared to withdraw it.

But N. W. BINGHAM, N.E.C., was

quick to disabuse her. Mr. Nortrop had said nothing of the kind, he declared: the Council did not want to be tied to percentage increases in all negotiations—it wanted a free hand. Whereupon Conference refused permission to withdraw, and Miss Taylor, for once both literally and metaphorically speechless, moved the motion formally.

## Staff side criticised

To it, *Tottenham* had tabled an amendment adding the further clause: "That the staff side adopt a more resolute attitude in their approaches to the employers' side."

Moving this, W. K. PRESTON alleged that, for too long, the employers had protracted negotiations, with the result that, by the time a settlement was reached, much if not all of its benefits were lost. They should go to arbitration as soon as disagreement became apparent, and certainly much earlier than they had done in the past.

Seconding, H. H. COOPER suggested that the time had come to show the same resolute attitude in negotiation, particularly on salaries, as they had shown in the *Douglas* case. Many wondered, he said, whether the staff side, in trying to be statesmanlike, had not failed to be businesslike in going straight for the objective. The primary object of the Association was to protect its members. Councillors could look after themselves, and it was the duty of the Government to look after the country's economic interests.

R. J. HILL, *Hayes and Harlington*, opposed the amendment, on the ground that it confused the vital issue raised in the motion. If continued, lump sum increases must eventually so reduce the differentials between the higher and lower grades that young men would have no incentive to enter the service.

## Employers' refusal

For the N.E.C., N. W. BINGHAM agreed that recent lump sum increases had seriously disturbed differentials and that was why, in the last claim, the staff side had asked for a percentage addition to salaries. But the employers did not favour it, considering that cost-of-living increases should be given most generously to those who needed them most—the lower grades. Moreover, Government pronouncements had emphasised that general increases to meet rising prices should not be designed to preserve existing differentials. The motion asked for percentage increases in all negotiations and in all circumstances. Nothing could be more embarrassing and disastrous than to be tied to a rigid formula and then find that circumstances had changed. Conference agreed, rejecting both motion and amendment.

But this was not to be the last word, and Conference went on to adopt by a big



# Equal pay : men's backing for women's claim

majority, a motion by *Northmet Electricity, Kent County, and the Eastern and South Eastern District Committees*, viewing with dismay the continuous reduction in the differentials between higher and lower grades and directing the negotiators strongly to resist such tendencies in all future negotiations.

After its mover, A. S. BUTCHER, had pointed out that differentials were already reduced by the Chancellor of the Exchequer in income-tax, J. P. PHOENIX, supporting for the N.E.C., emphasised the heavier burden imposed on senior officers during the past four or five years, as a result of which gastric ulcers were now an occupational hazard. They merited that little extra which made the risk of an ulcer worth facing.

## TRANSFERRED OFFICERS

### Excluded from pay awards

J. D. S. MOUNTFORT, *Surrey Electricity*, next raised the problem of officers transferred from one service or one grade to another, but whose original salaries and conditions had been preserved. Hitherto, he pointed out, these officers had been excluded from salary awards, and his motion, supported by the *South Eastern District*, instructed the N.E.C. to secure that any future awards should apply to them in full.

To this, T. C. BARTON, *Manchester*, moved an amendment to delete the words "any future," thus making the instruction retrospective. This, he explained, was to protect officers in Manchester and some other areas who had been transferred to the new Miscellaneous Division and downgraded, whilst retaining their original salaries. After the 1951 salaries award, they were given, not the full increase, but only the difference between the award and the preserved salary.

For the N.E.C., H. R. JONES opposed the amendment and asked that the motion be referred to the Council. The position was extremely difficult, he explained. Some officers with preserved salaries were being paid more than the rate for the job. That was not their fault, but it meant that the employers insisted that there was no hardship. The staff sides of the various joint councils had strongly opposed this view, with some success. But if the employers stood firm, the only course was arbitration, and last year the Industrial Court had rejected a similar claim. It would be a hopeless task to try to get retrospective concessions.

The amendment was rejected, and F. MILLS, *Bury and Rossendale Health*, moved a further amendment which would require a staff side to reject any award which excluded transferred officers. Some Miscellaneous officers in the health service, he said, had been on the same salaries since 1946 and had no prospect of an increase.

This amendment was also lost, and Conference referred the motion to the N.E.C.

## THE PERENNIAL FIGHT

### "All should support it"

Delegates next turned to a hardy perennial with a *Glasgow* motion asking the N.E.C. to continue to co-operate in campaigning with all other interested bodies until the principle of equal pay for equal work was applied throughout all grades of the service.

Moving this, MISS M. O. ROBERTSON, a slim Scottish lassie with an accent and smile guaranteed to win her the ears of the most cynical of delegates, reminded them that the principle of equal pay had been accepted by Parliament before she was born and warned that, unless branches and members made the maximum effort, they would still be passing these pious resolutions long after she had retired. She hoped that her male colleagues would drop the idea that the fight for equal pay was a job for women only; all should support the removal of an injustice for a section (*hear, hear!*). Yet how many men had written to their M.P.s before the recent debate in Parliament? The vote in the House of Commons had been a step forward—but it was only putting off until tomorrow what could be done today. In fact, they had gone back. Before the Charter, juniors entering the service started equal: now there was a gap of £33 between boys and girls.

### "Intensify campaign"

Miss Robertson had not long to wait for her male support, for she was followed to the rostrum by E. FREAKE, *Islington*, with an amendment calling on the Association "to intensify its efforts to secure equal pay and, in particular, to conduct a vigorous campaign of mass meetings, demonstrations, lobbying and press publicity," in collaboration with other interested bodies.

He felt sure, said Mr. Freake, that the N.E.C. had its soul in the campaign—but he wanted it to, put its body in it, too. It was not doing all it might: at a recent rally in Trafalgar Square, NALGO members were greatly outnumbered by teachers and civil servants.

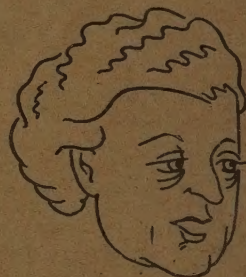
Nor were the N.E.C. males to be outdone, and from the platform A. E. NORTROP leapt to defend their honour, pointing out that the whole of the staff side of the National Joint Council was united behind the claim for equal pay—and it consisted of 29 men and one woman. They had made some progress, gaining separate scales, without sex differentiation, for shorthand typists and machine operators. Equal pay in the General and Clerical divisions was still under discussion.

C. W. J. ROBT, *Berkshire*, refused to accept all the blame on behalf of the

men. If they were to get equal pay, said, women themselves must do more as they did to get the vote. At each of the last two elections, he had made more than 40 speeches, yet only about three women had asked him about equal pay. There were plenty of things women could do: they could write to the local papers, to the daily press, and to their M.P.s.

BRENDAN DREA, *Fulham*, claimed to be one of the only two male members of NALGO who had walked in the procession to Trafalgar Square; the other was his gallant friend TOM BRADFORD, N.E.C. (*cheers*). In addition there were a few enthusiastic women but the contingent was so small that it was heartily ashamed of it.

For the N.E.C., MISS M. TOWNSON agreed that the staff side was 100 per cent behind equal pay. But the Council hoped that Islington would withdraw its



MISS M. TOWNSON

amendment, since the *Glasgow* motion adequately said all that was necessary. During the past year, they had made further approach to the employers and had co-operated with the civil servants and the teachers on the Equal Pay Campaign Committee. The campaign was being intensified, but, at this stage, it was primarily on behalf of the civil servants and they had asked that nothing be done to embarrass them. Before the recent debate in the House of Commons, she had assured the civil servants that the NALGO would be with them every step of the way.

Conference rejected the amendment and carried the motion, amid cheers.

## SHORTAGE OF JUNIORS

### Call for greater incentives

There followed an approach to salaries from a different angle on a *Metropolitan District* and *Leyton* motion, expressing concern at the lack of suitable junior entrants to the local government and nationalised services, and calling for immediate revision of the salary scale both to attract them and to offer greater inducement to them to obtain professional qualifications. This was carried, after A. SMITH, N.E.C., had expressed his



support, declaring that the Council deprecated the policy of false economy, which overlooked the fact that parsimony on salaries scales was extravagant in the long run, and agreed that every inducement should be given to the young officer to obtain professional qualifications.

## GENERAL DIVISION REFORM

### 'End 'wage-for-age' at 21'

A. ROBINSON, *Durham County*, moved a long motion instructing the N.E.C., in view of the anomalies caused by the "wage for age" system, to secure the abolition of the present General Division scale and its substitution by a double scale, the first part of which only, up to the age of 20, would be on the wage-for-age basis, while the second part would rise from £325 to £425 (for men) with five increments of £20, the women's scale being 80 per cent of this. On this scale, which all employees would enter automatically at 21, increments would be granted for years of service in the grade, so that it would take

five years to reach the maximum, regardless of the age of entry.

There were five amendments to this, all supporting the principle whilst proposing modifications in detail, and on the suggestion of Mr. Jones, Conference referred motion and amendments to the Council for examination. It took the same course, without debate, with the next motion, by *Gateshead, Hull*, and the *North Eastern District*, urging it to press for a further reduction of the age at which a General Division officer reached his maximum.

### Improvement of scales

There followed a series of motions and amendments all seeking improvement of the local government salary scales by removal of overlapping, increase in the amount of increments, reduction in the number of grades, and amalgamation of the Clerical Divisions. In respect of these G. R. ASHTON, *N.E.C.*, reminded delegates that the Council had already prepared a "shadow charter" incorporat-

ing most of the points urged in these motions, which formed the basis of staff side policy. Though this was at present a "shadow" only, there was fair substance in it.

The Council agreed with the need for bigger increments, Mr. Ashton continued, but did not consider that removal of all overlapping between grades would benefit members: it was easier to get regrading when grades overlapped than it would be if there were breaks between grades. The same objection applied to a reduction in the number of scales.

Since most of these points were already in the "shadow" Charter, he suggested that the whole block of motions and amendments might be referred to the Council, which would then examine them, and see what more could usefully be done to seek their objectives. Both the movers and Conference agreed.

Also referred to the Council was a *West Cornwall* amendment to a *Bournemouth* motion calling for uniform scales for shorthand-typists in all services.

# Call for education policy for all services

A SERIES OF DEBATES on education policy was introduced with an *N.E.C.* motion asking Conference to agree that the examinations for promotion and minimum qualifications now applying in the local government service were desirable in other services, and to stress the need for standards of entry that would attract recruits capable of preparing for professional examinations, and for satisfactory post-entry training facilities.

Moving this, A. E. ODELL, chairman of the *N.E.C.* education committee, said that it reaffirmed in general terms the Association's education policy. The object of that policy was to raise the status of officers in all services above the level of the ordinary clerical worker in the industrial and commercial field, and to enable the administrative officer to obtain qualifications which would give him an equal chance with his technical and professional colleagues. There was no intention of imposing forthwith any scheme on any particular section without proper consultation and necessary safeguards for all officers. Nor did the reference to examinations mean that the *N.E.C.* regarded them as essential in all circumstances. What they wanted to stress was that appropriate training was essential if they were to get a qualified

since it was incorporated in the Charter in 1946. The *N.E.C.* had claimed that it had improved the status of the service,



A. E. ODELL

but he suggested that its only tangible result had been to make the promotion ladder more difficult to climb. If the right types were obtained at the beginning through proper entrance examinations and the prospects of a reasonable reward later on, the promotion race could be safely left to individual ambitions. Let them encourage professional status by all means—but impose no more professional bars at promotion level.

J. WILDING, *Manchester Gas*, seconding, suggested that it was not the function of a trade union to propose bars for promotion: the employer could do that. The qualified man was not always the best man for the job (*hear, hear*). Sometimes, experience was more important.

For the *N.E.C.*, Mr. Odell agreed to accept the amendment, which did not affect the general policy, and it was carried.

### No "ratting" on policy

Less successful was a *Metropolitan District* amendment, formally moved by T. HUTTON, deleting the motion and substituting a direction insisting on the provision by employers of comprehensive post-entry training facilities, including financial assistance for students, as a precondition to any further promotion bars or minimum qualifications.

Opposing this, N. W. BINGHAM, *N.E.C.*, reminded delegates that the education policy was part of the Association's fundamental trade union policy. If Conference were not prepared to accept the *N.E.C.* motion, which was no more than a restatement of the principles on which the Association had been working for years, it would go out to the country and to the employers that NALGO was ratting on its educational policy. Conference agreed, rejecting the amendment and carrying the motion by a big majority.

Finally, at the request of A. J. CARR, *Liverpool District Electricity*, Mr. Odell promised a further statement of policy next year, after consultative committees had considered the matter.

### Merit awards for success?

Another aspect of education policy was raised in a *Southampton* motion drawing attention to the limited opportunities of promotion available to officers taking the recognised promotion examinations, and seeking to instruct the *N.E.C.* to obtain for them an automatic merit or ability allowance pending their promotion to a higher grade.

Moving this, S. M. BOYCE argued that, with the salary differences between grades so small, few officers in the General

### 'End promotion examinations'

T. FERNLEY, *Manchester Gas*, moved an amendment to delete the reference to "examinations for promotion." His branch, he said, was with the *N.E.C.* ninety per cent of the way, but crossed swords with it on promotion examinations. The local government promotion examination had been a bone of contention ever



## Delegates refuse calls to relax promotion bar

and Clerical Divisions could afford to seek promotion, by transferring from one authority to another, and most were therefore compelled to wait for dead men's shoes. Imposition of the promotion bar had been repeatedly deferred on the ground that there were not enough qualified officers; yet it was difficult to see how young officers were to be persuaded to qualify without incentive. If they wanted young men to pass examinations, they must give some financial inducement until they reached the grade for which the examinations had qualified them.

### Grants Superseded

J. E. TRINICK, *Hull and District*, whilst supporting the motion, pointed to a danger in giving automatic recognition to those who passed promotion examinations; some people might pass but not be regarded as ready for promotion. In his area, it had been decided to grant merit increments to those who, in the opinion of the chief officer, were fitted for promotion but for whom there was no available vacancy.

A. E. ODELL, opposing for the *N.E.C.*, pointed out that it had long been NALGO's policy to secure proper facilities, with financial assistance, to enable young officers to study for promotion. That policy had now been accepted by the *N.J.C.* and the system of recognition grants had been superseded. If the Association reverted to the old system, it was likely to lead to favouritism and to a violation of the principle of the rate for the job.

Conference rejected the motion.

### EXAMINATION TESTS

#### Easier exemptions urged

Delegates having refused to increase the rewards for promotion, A. ROBINSON, *Durham County*, tried to persuade them to make it easier. At present, the Charter allows officers who were aged 35 on April 1, 1946, and had then completed at least 15 years' local government service, to be promoted without examination. It also allows an officer who held a substantive post in the Clerical Division on October 18, 1950, to be promoted to Higher Clerical without examination. Mr. Robinson's motion sought amendment of these provisions to exempt from the promotion bar the officer who, on April 1, 1946, was 35 or had 15 years' service, and to allow officers who were in Clerical or Higher Clerical on October 18, 1950, to be eligible for promotion to the A.P.T. Division without examination.

The current provisions, Mr. Robinson complained, allowed unrestricted promotion to older officers whilst restricting

promotion to others who might have greater experience or more senior status. For example, an officer recruited in 1930, at 21, might be promoted without examination because, by April, 1946, he would have had 15 years' service and be aged 35. But his colleague, recruited in 1927, at 16, must pass two examinations to enjoy the same opportunities because, though he had 19 years' service, he would be only 34 on the crucial date. To put men who were often second-in-command of sections at a disadvantage, compared with junior staff whom they had helped to train, must strain human relationships and prejudice the understanding and loyalty essential to harmonious and efficient work. It was also inconsistent with the just reward of diligent and satisfactory service.

It was established trade union practice, on the introduction of new or modified conditions of service, to protect the interests of all staff already in service. The second part of the resolutions sought to protect the rights of all who, when the new scheme was introduced, were in the Clerical and Higher Clerical Divisions.

E. J. VARLEY, *Gateshead*, seconding, suggested that 15 years' service was qualification enough. Although not opposed to examinations, he wanted adequate safeguards for officers who were already in the service when the promotion conditions were introduced.

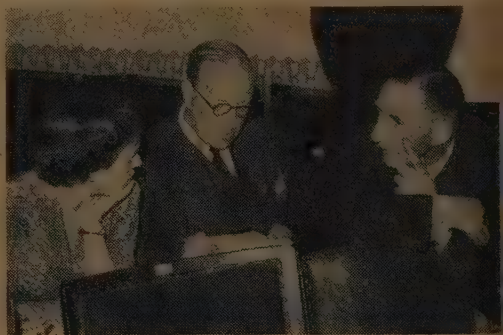
N. W. BINGHAM, *N.E.C.*, agreed that the Council recognised the seriousness of the position for the people concerned. Nevertheless, he urged Conference to leave the educational provisions for a year or two to see how they worked. To keep on passing resolutions like this would play into the hands of the employers and do more harm than good.

#### "Deterrent to recruitment"

*Birmingham* had tabled an amendment to scrap most of the promotion provisions and substitute a simple scheme allowing promotion up to and including Grade VIII without examination, and beyond that to officers who had passed the Final Administrative examination or a recognised alternative, or who, in the opinion of the employing authority, merited further promotion on practical experience alone. Moving this, J. H. WARREN, *Birmingham*, said that his branch accepted the general policy of education, but did not like promotion bars. They were a dangerous deterrent to the recruitment of

youngsters who had already been flogging away at examinations for four years. Nor did the older married man with children want to study for examinations night after night. At present, the practical man with years of experience was being bogged down by people who came into the service with degrees.

For the *N.E.C.*, A. E. ODELL countered Mr. Robinson's example with



Conversation piece: Miss Pat Taylor, and T. Hutcheon (*Metropolitan district*) discuss the agenda with C. S. Sherrington (*St. Marylebone*).

another. If the first part of the *Durham* motion were approved, he said, it would mean that a man who entered the service in 1945, at the age of 34, would be entitled to promotion without examination, whereas a younger man, with much longer service, would not. That would be unjust. The second part of the motion was contrary to the principle and basis of the scheme which had been approved. It did not follow that because a man was promoted to Higher Clerical he was automatically suitable for promotion to the administrative grade.

### NALGO's pledge in 1946

The *Birmingham* amendment would make a mockery of the pledge NALGO had given in 1946, when the Charter was negotiated, to secure qualified service. The Council recognised the value of the "practical man"—but many were practical men only because they had lacked the opportunity in youth to acquire professional qualifications. It was for that reason that NALGO wanted to ease the task of coming generations so that they could qualify for the higher posts and obtain the justice they deserved. Conference recognised the force of this argument, rejecting both the amendment and the motion.

There remained one more motion amendment on this topic. The motion by the *Metropolitan District Committee* called for investigation of the annual total of vacancies in each group of salary grade, and of the time it would take to provide sufficient qualified officers to fill these



posts; proposed that the final date for operation of the Charter provisions be fixed in accordance with the results of this investigation; and asked for action to ensure that all local authorities thereafter rigidly adhered to the provisions, not only in respect of promotions but of all appointments.

The amendment, by Devon county, proposed that, until the Charter provisions came into full operation, they should be waived only where there was no applicant with the recognised qualifications.

Moving the motion, T. HUTTON said that repeated deferment of application of the promotion provisions was discouraging to qualified officers, who saw vacancies being filled by the unqualified, and provided no incentive to those who had not yet qualified. The motion suggested a scientific approach to the problem, so that a date might be fixed.

Moving the amendment, F. W. FROST said that Devon wanted to go even further, and to bring the Charter provisions into limited operation at once, thereby giving tangible reward to youngsters who had passed the promotion examinations.

But Mr. Odell opposed both motion and amendment. It would take a very long time to get the information for which the motion asked, he said, and, when it was obtained, it would probably be inaccurate. The N.E.C. was as anxious as anybody to see the scheme operating, and it was not the fault of the staff side

that it was not. It was the employers who had kept postponing it. But he now believed that it would be brought into operation early next year.

On this assurance, Conference rejected both motion and amendment.

### FURTHER EDUCATION NEED Compulsory release urged

S. M. BOYCE, Southampton, followed with a long motion tabled by his branch and the *Southern District*, pressing for a national system of compulsory release with pay to enable all juniors under 18 to devote the equivalent of one day a week to further education.

Such a system, said Mr. Boyce, was the keystone to any real post-entry training. Parents wanted for their children the prospect of a career with promotion to managerial or higher administrative responsibility. Already, local government had accepted a lower standard of entry, but that meant taking youngsters lacking the fundamental basic qualifications which would enable them to pass the preliminary professional examinations.

Day release was already an intrinsic part of every national apprenticeship system. Engineering firms were taking boys of sixteen and releasing them one day a week to the age of twenty-one, because they found that administration was the key to higher production. The local government service was equally in need of trained administrators, and further education was the only way to achieve it.

After A. SMITH, N.E.C., had announced its support of the motion, declaring that staff sides on all negotiating bodies constantly advanced the arguments which had been put, Conference adopted the motion unanimously.

There remained two more motions on post-entry training. The first, from *Bristol and District*, sought to instruct the N.E.C. to secure deletion from the local government Charter of the clause in paragraph 8 empowering a local authority to require an officer receiving a post-entry training grant to undertake to remain in its service for two years provided that a post requiring his qualifications is available.

Moving it, A. E. FARBROTHER said that his branch regarded freedom of movement within the service as an important principle of the original Charter. The clause restricted such freedom, and made it still more difficult for officers to obtain experience.

Opposing for the N.E.C., G. T. BELTON pointed out that the purpose of post-entry training and the training grants was to enable an officer to undertake a post of greater responsibility or in a wider sphere of technical knowledge. He was released from the undertaking if there was no suitable post for him.

The motion was lost, and Conference went on to approve, without discussion, the second motion, from *Liverpool*, instructing the N.E.C. to formulate a scheme of financial assistance for post-entry training for the Miscellaneous class of officers.

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## "One N.J.C. for Great Britain"

A STRONG DEMAND from Scotland for a single National Joint Council for the whole of the local government service, instead of the present separate councils, one for Scotland and one for England and Wales, won the overwhelming support of Conference.

Moving it, J. JOYCE, *Edinburgh*, said that, before the setting up of the Whitley Councils, the local government officer had looked to his own local authority for his salary and conditions. Now, that parochial outlook had changed, the frontiers had been pushed back, and he was a member of a nation-wide service. The economic destiny of the officer in Birmingham was the same as that of his colleague in Cardiff or Wigan. But the economic destiny of the officer in Scotland was not the same as that of his colleagues in England and, in many cases, his conditions and salary scales differed.

A Scottish lawyer, Mr. C. de B. Murray, had written recently: "Where Scottish institutions and Scottish Acts of Parliament, concerned with the same subject matter, co-exist with English, the only difference likely to be discovered between them is that the Scottish worker or professional man will be paid less than the Englishman."

Was that the intention of the men who framed the Treaty of Union in 1707 when the Parliaments of Scotland and England were united? Mr. Joyce asked. Article I of the Treaty declared that the two Kingdoms "shall be now and forever united into one Kingdom by the name of Great Britain." Then let there be a National Joint Council of Great Britain! (cheers).

RICHARDSON, *Edinburgh*, seconding, said that, over the years and with some quaint exceptions, the local government officer in Scotland had enjoyed less favourable conditions than his counterpart in England and Wales.

If the Conference decided, as it should, that the motion was worthy of support,

the end of the independent Scottish J.I.C. might be in sight.

For the N.E.C., H. R. JONES asked that the motion be referred to it for consideration and report. At present, it was not clear exactly what it meant. It asked that "all local authority members of NALGO" be brought within the scope of one National Joint Council. That was a tall order, for it included not only chief officers, but medical officers, nurses, dentists, and others who now had separate negotiating machinery, and it would be impracticable to take immediate action to bring all those under one National Council. On the other hand, it would be practicable to merge the Scottish J.I.C. with the National Joint Council for England and Wales, though he had never thought to hear that Scotland was willing to surrender its national independence and become a provincial off-shoot of an English council.

### Ministers as arbiters?

S. HUTTON, *Halifax*, moved an amendment asking the N.E.C. to seek to ensure that the wider Whitley Council sought by the motion was an effective joint negotiating body whose proceedings, subject to their prior approval by the Minister of Housing and Local Government and the Secretary of State for Scotland, would be binding on all local authorities, and that the Ministers should have power to settle any dispute between the two sides of the Council.

Whilst a single National Joint Council was desirable, he said, the introduction of ministerial approval and power to settle disputes would strengthen its staff side in future negotiations. In the nationalised industries, negotiating machinery, with provision for arbitration, was prescribed by Act of Parliament, but the local government machinery had no such mandatory force, and had to resort, in the event of disagreement, to the Industrial Disputes Order.



H. R. JONES

This was a weak chink in the local government officer's armour. All knew that the employers could refuse concessions and thus bring negotiations to a deadlock, whilst the staff side was always willing to concede a point rather than call a strike.

N. N. MACKIE, *Edinburgh*, opposed the amendment, on the grounds that it risked confusing a vital issue; that the existing arbitration provisions made it unnecessary to empower Ministers to settle disputes; and that there were more appropriate occasions for Halifax to raise any grievances it had about the working of the National Joint Council.

### "A dangerous principle"

T. SPENCE, *Scottish District*, also opposed, on the ground that the amendment introduced a dangerous principle, which, if carried, might prejudice future negotiations.

Before the Scottish employers linked up with the National Joint Council for England and Wales, legislation would be necessary, and this would take time. He therefore favoured referring the motion to the N.E.C.

H. R. JONES, N.E.C., opposed the amendment as a retrograde step. The N.E.C. would have quite enough to do to convince two National Joint Councils, without having to convince two Government departments as well. The amendment was lost, and Conference, refusing to refer the motion to the N.E.C. adopted it, amid cheers, by a big majority.

### CIVIL SERVICE STANDARDS

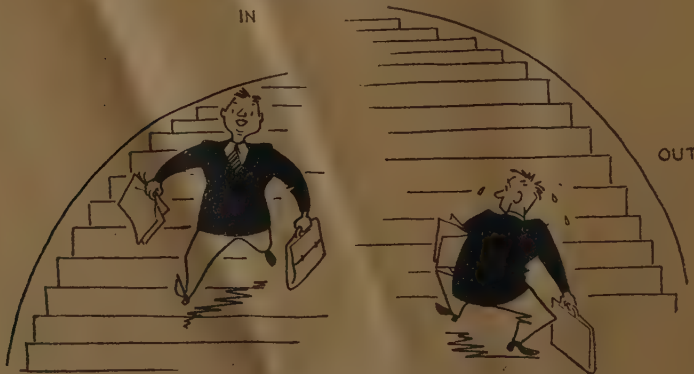
#### Campaign for parity urged

T. GILL, *Lancashire county*, moved a motion in the name of his branch and Birkenhead Health Services branch, instructing the N.E.C. to begin an immediate campaign for parity of leave, salaries, and pensions for local government officers and staffs of nationalised services with the civil service.

Such a move, he said, was justified by the similarity of much of the work done by the three groups of services. The claim was strengthened by the expanding scope of the local government and nationalised services, the capital expenditure involved, and the increased responsi-

### DELEGATE'S DAY

IN



A.M.

P.M.



bilities of officers. Yet, today, there were big differences between them. The most junior civil servants, even temporary staff, got a minimum of three weeks' leave, whilst clerical officers had 24 days and executive officers 36 days. In the civil service, superannuation was non-contributory, whilst the local government officer contributed five or six per cent of his salary—a point which should be borne in mind when comparing salaries.

In January, civil service clerical class salaries went up to £500 and there had since been a further 10 per cent increase. The prospects of promotion were as good as in local government, and a man promoted to the executive class could go up to £700 and a woman up to £580. In the youth employment service, officers working under the Ministry of Labour did exactly the same job as officers working under education authorities, but the former were executive officers with a maximum of £700, whilst the latter were graded A.P.T. III or IV. Higher executives went from £715 to £865 or even £900 to £1,075, and the most able became chief executive officers at £1,325 or even reached a higher rate in the administrative class. Further, the civil service had provincial weighting in seventeen areas.

Conference had passed a similar motion in 1949, but the National Executive Council had done little about it. He hoped it would now go to the employers with something fresh, and make the first real advance since the 1946 Charter.

#### £80-£150 better off"

L. TARPEY, *Birkenhead and District Health Services*, seconding, pointed out that many clerical officers in the health service worked closely with civil servants on health insurance, national assistance, and so on. Their work was virtually the same—but the civil servants earned from £80 to £150 a year more, and paid nothing towards superannuation.

When public assistance committees disappeared in 1948, some of their staffs went to the Ministry of National Insurance, some to the National Assistance Board, and some were retained by the local authorities or went into the hospital service. Those in the last two groups were now far worse off than their former colleagues in respect of leave, pensions, and salaries.

Opposing the *N.E.C.*, H. R. JONES said that the motion was impracticable. In talking of "parity with the civil service," it could mean parity with anyone, from a postman to the Permanent Secretary of the Treasury (cries of "No!"). It skated very lightly over the different structures of the two services and the position was not so simple as it suggested. What about the vast number of unestablished and temporary staff in the civil service, who did not enjoy the standards the mover and seconder had in mind?

Conference rejected the motion.

## Delegates seek 11-day fortnight, reject higher overtime pay

A DEBATE on the allied questions of office hours and overtime opened with a *Birmingham* motion seeking national agreement on a 76-hours fortnight, with alternate Saturday morning leave.

Moving this, P. V. HOPE stressed that it was not intended to reduce hours, but was an attempt to compete with the five-day week advertised by industry and commerce, and to offer some inducement to potential junior entrants.

T. E. BRIERLEY, *West Midland District*, seconding, told Conference that, in his own authority, officers worked 36½ hours in one week and 39½ hours in the next. If industry could work a five-day week, then local government officers were entitled to at least alternate Saturday mornings off.

J. L. DAVIDGE, *Middlesex County*, said that a similar scheme had worked well in Middlesex for some time, and F. E. LADLY, *Stoke Newington*, revealed that 20 of the 28 London authorities also operated a scheme on the lines proposed.

The *N.E.C.* opposed the motion, its spokesman, E. C. R. CHINN, pointing out that, whilst the Charter prescribed a 38-hour week, it did not stipulate how it should be worked. Many authorities already had better arrangements, which adoption of the motion would prejudice. Conditions varied from place to place, and the *N.E.C.* thought it better to leave this matter to local negotiation.

But Conference did not, and insisted on adopting the motion.

#### "Work on the cheap"

Turning next to overtime, it considered first a motion by Hyde, asking it to reaffirm its decision of the previous year calling for payment for overtime in all services at the rate of 1½ plain time salary rates for the first two hours, 1½ plain time rates thereafter and for Saturday afternoon work, and double rates for Sunday and public holidays, combined with raising

the "ceiling" for overtime payment to the maximum of A.P.T. VII. Its mover was F. HILSON, who, a year before, had roused Conference out of its Friday afternoon somnolence and forced the motion through on a card vote. Hyde's purpose, he said, was to stop employers getting their work done on the cheap by compelling staff to work overtime instead of engaging additional staff when it was needed.

#### "Unrealistic policy"

But, this time, Mr. Hilson was not to have it all his own way. First opposition came from his fellow-delegates on the floor. A. J. CARR, *Liverpool Electricity*, opposed the motion because it would tie the *N.E.C.* to an unrealistic policy. Members in the electricity service had not yet got the overtime conditions of the Charter, and, if the motion were carried, would never get them.

Next, W. KENYON, *North Western District*, warned Conference that, were the Association to demand manual workers' overtime rates, the employers might well reply by extending the principle to manual workers' rates for sick pay, holidays, and other conditions.

On the other hand, C. H. DODSON, *Coventry*, supported the motion, arguing that the only way to prevent excessive overtime was to make it uneconomical. The argument that the employers would agree to better overtime rates only in return for manual workers' conditions was unsound.

For the *N.E.C.*, J. P. PHOENIX said that it had asked the negotiators in each service, two questions:

Do you think you have the slightest chance of getting this within a measurable period of time?; and

What do you think about it in relation to other things you have on hand?

Every one had answered that the demand would seriously embarrass more





important negotiations. That was advice to which heed must be paid.

On July 9, he reminded delegates, 150,000 local government officers had an "appointment with fear." If Conference agreed the motion, he was convinced that its terms would be brought up by the employers at the arbitration tribunal. He, personally, had high hopes of July 9, and he hoped that Conference would not prejudice those hopes by giving such a weapon to the other side.

This argument proved conclusive, and Conference rejected the motion, thereby reversing its decision of a year ago.

### OFFICERS WHO WORK LONGER "Trickle might become a flood"

Finally, E. BOTTOMLEY, *Bradford*, moved a motion proposing that an individual officer for whom it is a special condition of employment that he should normally work longer hours than 38 per week, should become entitled to overtime after he has worked 38 hours. Explaining it, Mr. Bottomley said that, in his department there were three girls on the General Division. Two of them worked 38 hours a week, but the third had to work 42½ hours simply because she was supervising manual workers.

Supporting with an amendment calling on the N.E.C. "to press this matter at once," T. FERNLEY, *Manchester Gas*, complained that the 38-hour week had already been encroached upon: the recent overtime agreement for gas staffs excluded all technical officers, who might be called

upon to work more than 38 hours a week without any recompense whatever. There was a danger that the trickle might become a flood unless a stop were put to it.

J. WILDING, *Manchester Gas*, seconding, gave another example—show-



J. P. PHOENIX

room attendants—for whom it had been suggested that they should work the same hours as shop assistants.

Opposing both motion and amendment, J. P. PHOENIX, *N.E.C.*, whilst sympathising with the officers affected, suggested that the remedy proposed was not the best. NALGO must avoid the reproach levelled at many workers that they demanded a 5-day week and then started to do Saturday morning overtime.

Conference rejected both the motion and the amendment.

## No change in car allowances

TWELVE MOTIONS and amendments had been tabled on motor-car allowances. Some of these, calling for increases in the current scales, had been rendered out of date by the improvements since negotiated, and were therefore withdrawn. But debate took place on seven.

The first, formally moved by W. E. CHALLAND, *East Sussex*, declared that existing allowances were "quite inadequate" and called on the N.E.C. to "press with all possible speed" for further improvements, including an addition to the mileage charge for old cars.

To this, W. A. HOWELLS, *Card-mathenshire*, moved an amendment seeking an additional allowance for those officers, such as weights and measures inspectors, whose cars suffer excessive wear and tear because they normally have to transport assistants and heavy equipment.

W. ROWLANDS, *N.E.C.*, opposed both motion and amendment. The present scheme, he averred, took all the circumstances into account. There was no justification for an extra allowance for old cars. The present allowance included an amount for depreciation, based on the theoretical life of a new car. But there was much less depreciation with an old car and, therefore, the amount received in respect of depreciation could be used

to offset the heavier repair bills on older cars which East Sussex had in mind. As to the amendment, the Council considered that it was better to have one allowances scheme for all, with no "trimmings." Special pleading on behalf of one group of car users would encourage special pleading for other groups and eventually all would again be on the same level. Conference agreed, rejecting both motion and amendment.

### Essential user allowance

Next, E. NEWELL, *Trent River Board*, called for amendment of the essential user allowance which, his motion declared, failed to take into account all the relevant factors. But this was flatly denied by W. E. APPLETON, *N.E.C.* In negotiating the present scheme, he explained, the National Joint Council had used information supplied by the motoring associations and accepted by the Treasury as the basis of civil service allowances. NALGO had made several checks of the figures, supplied by the motoring associations and had found that they were fair and reasonable. Once again Conference supported the N.E.C., rejecting the motion.

*Trent River Board*, however, returned

to the attack with another motion asking for a sliding scale of mileage rates over and above the present rates to cover future increases in the costs of repairs, petrol, and accessories.

To this, MRS. K. M. BEEVER, *Staffordshire County*, moved an amendment asking that any increases agreed should be back-dated to April 11, 1951 (the date of the first petrol increase after negotiation of the scale). Because of the delay in negotiating amendments to the scheme, Mrs. Beevers complained, people in the lower grades, who were compelled to run cars, were out of pocket and suffering hardship.

For the N.E.C., Mr. Appleton opposed both motion and amendment on the ground that they had been out-dated by the revisions in the allowances which took effect last April. Whilst the employers had refused to agree to automatic revision of the scales, the staff side had secured from them a promise that they would be promptly revised in the event of any further increases in motoring costs. Conference was not too happy about the position, and carried the amendment—but promptly nullified its effect by rejecting the motion as amended.

### Officers required to provide car

*Trent River Board* had one more motion, formally moved, pointing out that the present Charter allowances cover only "casual users" and "essential users" and asking for a third scale to cover officers whose conditions of service require them to provide a car. To this, Mr. Rowlands replied that certain aspects of the highly complex business of car allowances were still under consideration. The Council believed that the scheme recently negotiated gave a fair measure of justice to motorists. Conference apparently agreed, rejecting the motion.

### Higher costs in London

Finally, S. BRADLEY, *Lambeth*, asked for a special scheme for London motorists which would make allowance for the special factors operating in London—shorter distances, higher garage rents, and greater wear and tear and petrol consumption. The Charter allowances, Mr. Bradley complained, provided another example of the way in which national agreements reacted against London members.

Whilst sympathising with the Londoners' case, Mr. Rowlands repeated the N.E.C. view that the present scheme gave all-round justice. He recognised that conditions varied from area to area—and higher costs were not exclusive to London. But it was impossible to meet all these variations in a national scheme. If members wanted different schemes for different areas, they could have them—but by local negotiation and not as part of the Charter enforceable by the Industrial Disputes Order. Heeding this warning, Conference rejected the motion.



# Grim problems ahead for the public services

## Mr. Edwards' warning: trade unions must be vigilant

GRIM PICTURE of the shape of things to come in Britain, and of the many problems facing the nation in general and NALGO in particular, was painted by JOHN EDWARDS, M.P., former Parliamentary Secretary to the Ministry of Health, when he addressed Conference on its first morning.

"Whilst there is no reason to anticipate a total war," he said, "we shall not, in my view, get, in our lifetime, peace in the old sense of the term. The unsettled conditions, which I think are likely to continue, inevitably mean a large diversion of our resources into defence, both military and civil, which inevitably means that there is less for us as consumers.

"In Asia and Africa, a political revolution in progress on a scale and at a pace quite unprecedented in history. Partly because of this, but for other reasons as well, I believe that we shall find that the terms of trade will go steadily against us. There will, of course, be ups and downs, but I think that the long-term trend will be that we shall have to pay higher prices for the things we import. Or, put differently, we shall have to use more of the things that we make for the food and raw materials we bring in from abroad. Again, if that happens, there will be less for us as consumers.

### Be on your guard"

"In our own community, we shall see the proportion of the population who are on the retired list steadily increasing, and indeed, as medical science goes on improving, it may not increase steadily, but we may find quite a prodigious jump in the proportion of our people who are retired. That, again, means that fewer people will have to maintain more people.

"Finally, so long as we have full employment, we are likely, I think, to find a pronounced tendency for the flow of money to tend to get out of balance with the flow of things to buy.

"In such a world, we must not take too much for granted. We may, I believe, have to fight again some of the battles that we thought we had long done with. Even the basic matter of trade union recognition may yet, in my view, be questioned, and I believe that we must be vigilant and on our guard against the slightest encroachment on our fundamental basis of existence (cheers).

### Higher efficiency essential

"If I am right, we cannot but be profoundly concerned with anything concerning the efficiency of our services. Problems of redeployment are not peculiar to textiles, engineering, or the basic industries. They arise equally in the public services, and I would encourage all of you to think, and think hard, on ways in which more work can be done with fewer people, if we are to make our contribution in the public services of the necessary changes that result in a higher standard of living.

"There will, of course, be occasions for improvisations. I was quite entertained the

other day to find how, as far back as 1835, in the Municipal Corporations Act, they seemed able to think ahead and be prepared for every eventuality. 'One clause of the Act reads:

"Provided always, and be it enacted, That in any Borough in which there shall be no Town Clerk, or in which the Town Clerk shall be dead or incapable of acting, all Matters by this Act required to be done by and with regard to the Town Clerk shall be done by and with regard to the Person executing Duties in such Borough similar to those of Town Clerk, or if there be no such Person, or if such Person shall be dead or incapable of acting, then by and with regard to such fit Person as the Mayor of such Borough shall appoint in that Behalf" (loud laughter)

### Local government reform

"More seriously," Mr. Edwards continued, "I think that the requirements of the situation also indicate that all of us who work or are connected with the public services have to be interested in their efficiency.

"Undeniably, local government is in need of reform. Special authorities having special purposes inevitably result when

legislators, social reformers and public opinion are in a hurry. People with specific enthusiasms always proceed *ad hoc*. Compendious authorities arise from reflection and from a recognition that the individual efficiency of separate undertakings is not the only consideration, that civic freedom, social responsibility, and democratic virtue must also be cultivated in our public services.

"In the last century, our legislators proceeded *ad hoc*, but having had time for reflection they created the compendious authorities which still exist today. I believe that history will repeat itself, that the enthusiasms that generated the *ad hoc* bodies will be followed by that reflective political wisdom which creates the compendious authority.

### Tomlin formula out of date

"May I turn to the all-important matter of remuneration? Here I tread on dangerous ground, but I was for ten years the general secretary of a civil service trade union, and I have come to the view that, good though the Tomlin formula was—and when I refer to the Tomlin formula, I imagine that you are all familiar with that formula, which lays down that remuneration in the public service should be, in the long-term, related to remuneration outside—I think that it presupposes a reasonable stability of prices. If we cannot have a reasonable stability of prices, then the Tomlin formula is no longer adequate, and we have to find some alternative policy.

"It would be wrong for me to attempt to outline such a policy, but I firmly believe that all the trade unions concerned in this field have to ask themselves what they can reasonably put in the place of the Tomlin formula in a period where prices rise rapidly.

"Similar considerations apply in the field of pensions. When I was at the Ministry of Health, I was glad to have been in charge of the preliminary work which led to the superannuation scheme for the Health Service, and I took the Regulations through the House of Commons. I was very proud that, I think for the first time in any Regulations or Statute of Parliament, we provided for a widow's pension (cheers). For too long we had proceeded in the old traditional manner in relation to superannuation. We probably still do. But that precedent is one which has been followed elsewhere, and which I believe ought to be widely followed in the whole of the public service (hear, hear!).

### Review pensions now—or others will!

"It is, I think, of the utmost importance that NALGO and the other bodies should get down to a comprehensive review of the whole of superannuation. I saw an article in your Journal some time ago which put that point. I commend it to you, for if you and the likes of you and the likes of me do not deal with this ourselves, we shall have somebody dealing with it for us (hear, hear!).

"In the light of history," Mr. Edwards concluded, "our present social order in the United Kingdom is a tremendous achievement. There is, however, nothing automatic about our progress; moral and political virtue is not a by-product of economic development but the result of deliberate cultivation and a strenuous and continuous austere effort of mind and spirit. The question before us is, what kind of life do we really want, and how hard are we prepared to work to get it?" (loud cheers).

### EAVESDROPPERS



These window listeners had a double advantage—a cool seat and a clear getaway when they had had enough!



## Lord Burden: "Keep your powder dry"

ANOTHER address was given by LORD BURDEN, introduced by the President as one who had for many years assisted NALGO in the House of Commons and now in the House of Lords.

Recalling that it was in 1905—the year of the Association's foundation—that he had joined his own trade union, the Railway Clerks' Association, Lord Burden said that the organisation of the salaried staffs of municipal and allied services had been one of the most notable achievements of the century. NALGO's own growth, from 8,000 members at the end of 1905 to 212,000 today, was of massive significance.

But size of membership was not an end—it was a means to an end. The object of trade union organisation was the maintenance and improvement of salaries and conditions of service (*cheers*) and there was no need to be apologetic about that in a competitive world. In that direction, NALGO could justly claim to have made a unique contribution through its application of the principles of Whitleyism.

### Pensions review overdue

Nor should they forget the importance of Parliament to the local government service. One pressing problem was the long-overdue revision of superannuation arrangements.

"That is a matter for Parliament and it depends, of course, upon the availability of parliamentary time," said Lord Burden. "But I assure you that all that is humanly

"It is clear from an answer recently given in the House of Lords," he said, "that the Government has no intention of tackling this question in the near future. But sooner or later, it must come, and we must not forget what is really at stake. It is not merely the reform of local government. It might very well be that the issue to be faced will be the very continuance of local government as it exists today. In that connection would say 'Keep your powder dry, trust in yourselves and trust in NALGO' (*cheers*).

## THE SALARIES CLAIM

This issue of "L.G.S." had gone to press before NALGO's claim for an all-round salaries increase for local government officers had been argued before the Industrial Disputes Tribunal on July 9.

The Tribunal is unlikely to make its award until towards the end of the month, and branches are asked not to write or telephone to Headquarters for news which it will be unable to give them. The moment a decision is announced, it will be sent to branch secretaries direct.

possible will be done, as speedily as possible, to see that the job is properly and effectively carried out (*cheers*). I am eagerly looking forward to the time when that measure comes to the House of Lords."

Another parliamentary problem was the reform of the functions and structure of local government.

### Debt to local government

In expressing gratitude for the co-operation, advice and assistance always readily given him by members of the N.E.C. and Headquarters' staff, Lord Burden declared that local government had given him his chance—he became a member of a county borough council 24 years ago—and he owed more than he could express to local government officers. Many people in public life had climbed up on the backs of local government officers but they did not always acknowledge that debt (*cheers*).

"It is therefore for me," he concluded, "not only a privilege but a duty, to do what is in my power to co-operate in the work of NALGO and to share in the joy of fellowship which is the very foundation of the faith we hold" (*cheers*).

## NALGO BUILDING SOCIETY

### CURRENT LENDING POLICY

**CONTROLLED PRICE HOUSES:** up to 90 per cent of the controlled selling price—maximum term 25 years.

**SITTING TENANTS:** up to 100 per cent of the purchase price, provided the advance does not exceed twice the pre-war value of the property.

#### ALL OTHER PROPERTIES:

(a) Modern properties in a good locality with all usual services and amenities (type 'A')—85 per cent of the purchase price or valuation (whichever is the lower) but not exceeding two-and-a-half times the pre-war value.

(b) All other properties (type 'B')—as for (a) above, but advance not to exceed twice the pre-war value.

Advances on type 'A' properties may be up to 90 per cent if LOGOMIA issues a guarantee (at a single premium of £7 per cent) for the difference between the "straight" and the "guaranteed" advance.

### Mortgage interest rate to owner-occupiers—4% p.a.

This excellent lending policy can continue only so long as the inflow of investment capital is maintained.

Find out all about the NALGO BUILDING SOCIETY from your local correspondent, branch secretary, or write direct to 1, York Gate, Regent's Park, N.W.1.



## More for reservists' plea rejected

MOTION on the treatment of Class "Z" and Class "G" reservists was quickly dealt with.

Employers in most services have agreed, so long as the recall of these reservists is limited to 15 days, to grant them special leave with pay for part of the time—in local government for six working days for those normally entitled to more than 21 days' annual leave, and eight working days for those entitled to 21 days' annual leave or less, the balance being taken out of annual leave or granted as special leave without pay.

H. H. MOON, *Billericay*, moved that the various staff sides be asked to press for paid leave for reservists for the whole of their 15 days' recall. This was opposed by E. C. R. CHINN, *N.E.C.*, on the ground that the present arrangements were reasonably satisfactory and compared favourably with those applied by the Government to civil servants. Conference agreed, rejecting the motion.

### Make-up of civilian pay

E. ALDERTON, *Kent County*, moved an instruction to the N.E.C. to seek a national formula for the make-up of civilian pay under the Reserve and Auxiliary Forces (Protection of Civilian Interests) Acts, 1951. This was a national matter, he argued, and should not, therefore, be left to local negotiation.

For the N.E.C., Mr. Chinn explained that its policy was to claim make-up of pay in full for all members concerned. The Council considered, however, that, at present, it would be better to achieve this object by local negotiation rather than through national negotiations. Moreover, though the Treasury had agreed, for the time being, that civil servants should have their pay made up in full, it had warned that some deduction for "home savings" of the man in civilian service would have to be discussed. Since this point was not settled, he suggested that the best plan would be to refer the motion to the Council for examination and action—in the light of circumstances. Conference agreed, referring the motion to the N.E.C.

### Approved without debate

Other service conditions motions approved without debate included:

An instruction to the N.E.C. to seek amendment of the local government charter to provide for General Division increments to be payable from an officer's birthday, instead of from the first day of the next pay period.

An instruction to claim that future awards in all services be made retrospective from the date of submission of the application.

A request to all staff sides to seek the inclusion of London weighting in the calculation of overtime.

A request to the local government staff side to submit its claim for London weighting to arbitration.

A request for indemnification for all officers against any loss, damage, or injury arising out of their employment.

A call for amendment of the Pensions (Increase) Acts 1944, and 1947, to improve pension rates, abolish the means test, and give more to recently retired officers.

An instruction to seek immediate amendment of the Local Government (Compensation) Regulations to provide for rights of appeal, inclusion of part-time officers, and exclusion of cost of living awards in applying the abatement provisions of the code.

## Strong call for reform of health service Whitley machinery

TWENTY-SIX items dealt with health service problems. These appeared late on the agenda and it seemed likely that they would suffer the fate of health service motions in previous years and never be reached, until the President suggested that, in fairness to his health service colleagues, time should be reserved for consideration of all which had obtained the support of a district committee. Conference readily agreed, the health service delegates undertook, in return, to prune the list of inessential items, and the motions remaining were debated on the last morning of Conference.

The discussion opened with some serious criticism of joint negotiating machinery in the health service—to which the President had referred in his address—based on a motion by *Leeds Regional Hospital Board* and *N.E. Essex Hospital Services*, supported by the *Yorkshire District Committee*, instructing the N.E.C.

Referred to the N.E.C. for consideration and report were:

Requests for higher London weighting, extended to an area within a 25-mile radius of Charing Cross, and extension of the system to the larger provincial towns in which civil service salaries are weighted.

Motions seeking increases in local government annual leave to 18 working days for General and Miscellaneous Division staffs, plus one day's supplementary leave for each completed five years' service.

At the end of Conference, 79 undebated items—including motions and amendments on Affiliation to the T.U.C., Whitley machinery for transport staffs, subsistence allowances, and appeals machinery—were automatically referred to the N.E.C.

to review and initiate proposals for the reform of its machinery.

Moving this, J. T. SAVILLE, *Leeds Regional Hospital Board*, said that the shortcomings of the machinery were well known; it had been criticised by members of the N.E.C., the National Consultative Committee, districts and branches, and the Select Committee on Estimates. Unsatisfactory negotiations were reflected in the number of times arbitration had been necessary. One cause of difficulty was the remoteness of the machine, and this might be overcome by the establishment of regional or provincial machinery. Dismay and lack of confidence were mounting amongst the members and something must be done.

A. ALLEN, *Tottenham Hospitals*, said that some of the agreements had been disastrous. Were there, perhaps, too many so-called able negotiators, and not enough members who knew the job?



Health service delegates meeting to streamline the agenda before the last morning of Conference, when time was reserved for discussion of their problems.



# Health members seek curb on Minister's powers

For the N.E.C., A. ANDERTON opposed the motion on the ground that it was already fully aware of the defects and there was, therefore, no point in reviewing them. The National Health Consultative Committee had the position constantly before it. The chief weakness on the staff side lay in the number of organisations represented, many with limited experience of trade union matters. But it would be hard to dislodge them. Delay was partly caused by the consultation which took place in the civil service. NALGO members in the health service could best help by persuading their colleagues to join the Association. Then, backed by a big enough membership, the staff side would be in a stronger position. Despite the N.E.C. opposition, Conference carried the motion.

## "TRAVESTY OF WHITLEYISM" Minister can veto agreements

The next, in the names of *Dartford and District Hospitals and Health Services* and *Preston Hall Hospital* branches, supported by the *S.E. District Committee*, deprecated the system whereby decisions of the Whitley Council are subject to the approval of the Minister of Health and the Treasury, and instructed the N.E.C. to seek amending legislation to compel the Minister to accept Whitley agreements.

Its mover, R. MORGAN, *Dartford Hospitals*, pointed out that, although

It was, he suggested, a travesty of Whitleyism that agreements should need the consent of one of the parties represented on the machinery before they could become operative. Once an agreement had been reached, it should operate automatically without modification.

The opinion was growing in the health service, Mr. Morgan declared, that no trust could be placed in the Ministry of Health. There had been instances of Ministry officers sitting on an appeals committee when it was they who had made the decision which had resulted in the appeal.

Though the N.E.C. spokesman, A. ANDERTON, pointed out that there was no hope of getting Parliament to agree to the legislation for which the motion asked, delegates insisted that the N.E.C. should "have a try," and carried the motion unanimously.

## Speedier action urged

Also carried unanimously, with N.E.C. support, were an *East Suffolk Health Services* and *Eastern District Committee* motion calling for "all possible action" to get details of health service agreements promptly notified to and put into effect by employing authorities, and a *Glasgow and District Health Services* motion, supported by the *Scottish District Committee*, urging the N.E.C. to press with every means at its disposal for speedy settlement of the claim for salary increases for those grades in the health service not yet dealt with.

## "TOO MANY COLONELS" Inexperienced men in senior posts

Controversy was aroused by a *Haywards Heath and District Hospitals* motion, supported by the *South Eastern District Committee*, opposing the direct entry into the hospital service of "persons without substantial and long-standing day-to-day experience of the service." Moving this, C. H. IZARD, *Haywards Heath*, urged that all senior posts should be filled from within the service. Recently, a senior administrative post in the hospital service had been given to a man straight from university, with no experience of the service whatever. G. F. FINCH, *Birmingham*, seconding, complained that there were "too many retired colonels and the like coming into the service as administrators."

That this problem was not confined to the hospital service was claimed by L. J. ALLEN, *Somerset*, who moved an amendment to extend it to the local government and the other nationalised services.

For the N.E.C., C. A. SMALLMAN argued that the motion and amendment were, in effect, asking for a "closed shop," which it would be difficult to defend and impossible to enforce. Cases of the kind mentioned were few, and the efficient qualified officer must always stand the best chance.

But Conference insisted on carrying both motion and amendment.

## REDUNDANCY PERIL Minister's broken pledge

Possibly the best debate of the session followed on the next motion, by *Preston Hall Hospitals*, supported by the *South Eastern District Committee*, instructing the N.E.C. to safeguard the interests of members declared redundant.

This, said R. MORGAN, *Dartford and District Hospitals*, in an able speech, raised one of the most important, urgent and serious problems before Conference. Two years ago, the Minister of Health had announced that, as one of the measures to limit health service expenditure, he would send visiting teams to hospitals to decide what establishments they should have. Some of them lacked the width of experience necessary for the job. He knew of one hospital group with 3,500 beds which had been investigated by a team one of whose members was the secretary of a group with only 600 beds.

The second aspect of the problem was what was to happen to officers whose posts were declared redundant or who were down-graded. The Minister had originally promised that any redundancy would be allowed to work itself out by normal wastage, but, last December, he had instructed hospital management committees to dismiss people declared redundant within two months. When Headquarters was told of this, it had said: "Tell us how many people have been sacked or have had their salaries reduced." But when that happened, said Mr. Morgan, it would be too late.

## "Officers go in fear"

L. TARPEY, *Birkenhead and District Health Services*, said that, today, a employed in the health services went in fear of losing their jobs and of stepping out of line in case they were the next to go. They must show the Minister that he could not break a pledge given to members of NALGO. Conference agreed, carrying the motion unanimously.

Concluding this section of the agenda, Conference referred two further motions to the N.E.C. for consideration in its report. The first, by *Dartford and District Hospitals and Health Services*, sought action to secure that future agreements by the Administrative and Clerical Functions Council should be couched in clear and unambiguous terms, and that the assimilation provisions should be mandatory. The second, by *Dartford and District Hospital*, supported by the *South Eastern District Committee*, asked that telephonists and switchboard operators be transferred from the Ancillary Staffs' to the Administrative and Clerical Functional Council, and that negotiations be opened for scales of pay for them not less favourable than those for Grade A posts.



R. MORGAN

hospital officers were the employees of a Regional Hospital Board or Board of Governors, their salaries and conditions of service might be determined by the Minister of Health by regulations which had the force of law. The management sides of the various Whitley councils were drawn from nine bodies, but the hospital management committees were not among these, whilst the Ministry of Health was.

The regulations on staff remuneration and service conditions laid it down that an agreement could not take effect until it had been approved by the minister who, therefore, could approve, set aside, or modify any Whitley agreement.



# Better widows' pensions: hope of Bill next year

MOST OF THE Wednesday afternoon session was devoted to motions and amendments on superannuation, prefaced by a statement by P. H. HARROLD, honorary solicitor for England, and chairman of the N.E.C. law and parliamentary committee.

In this, he told delegates that, in the course of long negotiations with the

When the widows' pension provisions came into operation, pensions would be calculated on the basis of one-eightieth of the officer's retiring salary for each year of contributory service, plus a lump sum of three-eighths for each year of service for the single man and of one-eighth for each year for the married man; but it was hoped to arrange for the married man on retirement to exchange the lump sum for a higher pension for himself and, should he die first, for his widow.

Satisfactory meetings had also been held with the Scottish local authorities and there were good prospects of an amending bill being introduced in the next session of Parliament.

## Later retirement problem

Pressure for later retirement had caused some difficulty, Mr. Harrold continued. When Mr. Gaitskell was Chancellor of the Exchequer, he had said that the rising proportion of elderly people in the nation would compel revision of the traditional attitude to old age and retirement and a review of practices which today prevented employees from working beyond the customary retiring age even when they wished to do so. The House of Commons had agreed that steps should be taken to encourage the retention of the middle-aged and elderly in employment, and the Ministry had asked the local authorities' associations what they intended to do about pension schemes. The associations had not yet agreed their policy, and NALGO would be consulted. The N.E.C. was concerned lest this discussion of a separate issue should delay the legislation for amendment of the Act. It had therefore urged that the Minister should deal with it separately in the Bill, by taking power to make regulations upon which NALGO and the local authorities' associations would be consulted. The policy of the N.E.C. could be expressed in four points:

1. It would not agree to an extension of the compulsory retiring age from 65 to 70;
2. Service after retiring age should be a matter for the individual officer to decide and his employing authority to agree;
3. If later retirement became common, some means must be devised to prevent any prejudice to the promotion prospects of younger officers; and
4. The officer who continued at work after retiring age should have the recompense of a higher pension when he did retire.

Asked to give its opinion on points 1 and 3, Conference expressed unanimous support.

After this preliminary statement, Mr. Harrold moved the N.E.C. motion regretting that the amending legislation had not been moved in the present session of Parliament, and urging the Government to treat it as a matter of the utmost urgency.

He had been told informally, Mr. Harrold said, that, if the new session of Parliament began soon after Christmas and the Bill were introduced soon after that, it would be reasonable to expect it to become law next April. The object of the motion was to impress upon the Minister the injustice which was being done to local government officers by making them wait so long for benefits already enjoyed by some of their colleagues in the other services.

R. G. OAKLEY, Birmingham, moved an amendment declaring that the proposals agreed with the Ministry and the local authorities' associations were unsatisfactory.

His branch, Mr. Oakley declared, was convinced that better benefits could and must be obtained. Many considered that the N.E.C. had taken the line of least resistance. Amendment of the superannuation Act was first discussed in April, 1947. In June, 1948, it was suggested that, instead of incorporating provisions for widows' and orphans' pensions in the 1937 Act, there should be an option under the health service regulations. Since then, the whole of the negotiations had been bound up with this option, despite publication of the electricity scheme in 1949 and many subsequent attempts to convince the Council that what was wanted was not just an improved scheme, but the best possible.

## "A bastard scheme"

Was the scheme agreed the best? The fact that NALGO's request for an option for existing contributors to take benefits similar to those of the national health service scheme, including the right to retire at 60 after ten years' service, had been rejected, showed that it must be inferior to the health service scheme. The electricity scheme had been rejected out of hand, no doubt because it would involve additional rate-borne expenditure, and the non-contributory civil service scheme was not deemed worthy of comment. They had been left, therefore, with the alternatives of remaining under the 1937 Act or of accepting some bastard scheme actuarially not even equivalent to it, which provided benefits only by sacrifices, and about which the N.E.C. was so uncertain that it proposed to reserve for each officer the right to return to the 1937 Act at an agreed time before retirement, subject to an abatement to meet the cost of widows' pensions. That was not good enough.

G. F. FINCH, Birmingham, seconding, asked whether Conference believed that



P. H. HARROLD

associations of local authorities, agreement had been reached on most of the improvements to the Local Government Superannuation Acts which had been urged since 1948. The associations had refused two of the main requests—the amount of sixtieths for all non-contributory service, and the inclusion of a right to retire at 60 with less than 40 years' service.

## To increase in contributions

On the other hand, they had agreed—as was reported in the April "L.G.S."—to the inclusion of an improved widows' pension scheme. Under this new scheme, every officer who wished would be able to give up part of his pension to his widow, before his retirement, and without undergoing a medical examination; and if he had made the necessary option, his widow would be able to draw the pension whether he died on service or after he had retired. The associations had also agreed to other benefits, including a lower retiring age for certain women officers having the care of children, and to remove a number of anomalies. These improvements would be made without any increase in the rate of contributions, and he paid tribute to the associations for agreeing that no part of the heavy sums which local authorities were having to pay to keep their superannuation funds solvent would fall on the local government officer.

The Ministry of Housing and Local Government had suggested some amendments to remove anomalies in the administration of the Act. The negotiations on these had not yet been completed, but they would, he thought, lead to further minor improvements.



# No support for bigger benefits at higher cost

the legislation would go through without the amendments implicit in the statement of the former Chancellor of the Exchequer on later retirement. It stood to reason that these amendments would be embodied in any future legislation. That must cause some delay: and if necessary there must be further delay to get the best possible scheme.

E. L. RILEY, N.E.C., said that it was all very well for members to say that they had widows' pensions and wanted trimmings. But not everyone had



A. E. FARBROTHER

widows' pensions, and the more trimmings they put on, the more they might miss the objective. Let them get the objective first and then go for the trimmings!

A. E. FARBROTHER, *Bristol*, supporting the amendment, said that members wanted a widows' pension, but not at the expense of their own pensions. Members complained that they had insufficient remuneration today, and asked for higher salaries. Yet, when it came to pensions, they said they did not need two-thirds of their pre-pension salaries, but would take half! How were they going to live on half? And how many would receive the maximum of 40/60ths or 40/80ths, in any case? All with less than forty years' contributory service or who retired because of ill-health would get less. And all entering the superannuation scheme after July 5, 1948, would get £67 a year less, the amount of the single man's State pension.

Conference, however, preferred to support the N.E.C., rejected the amendment by a big majority, and carried the motion.

## "Pay for better scheme"

But this defeat did not deter Mr. Oakley, who promptly returned to the rostrum to move a more specific *Birmingham* motion, supported by *West Midlands District Committee*, instructing the N.E.C. to seek an optional scheme comparable with that for electricity officers except that the additional contribution to provide for family benefits should be borne by the officers concerned.

A year ago, he said, Mr. Harrold had persuaded Conference to support the N.E.C. proposals on the grounds that the

Minister had refused to consider legislation for any scheme not mutually agreed between employers and employees; that the employers had refused to discuss any scheme which envisaged additional rate-borne expenditure; and that it would be stupid to offer to pay higher contributions in the same breath as they were telling the employers that officers needed more pay. These arguments were misleading, Mr. Oakley contended. The Minister had never said that he would approve or refuse any particular scheme, being prepared, apparently, to consider any which was mutually agreed. The electricity scheme would not necessarily mean increased rate-borne expenditure. For, whilst it was true that the electricity employers contributed 10 per cent for normal benefits, deficiency charges under the Local Government Superannuation Act had become so great that, in Birmingham, the employers were already contributing more than 12 per cent. Under the proposed new scheme, they would pay 8 per cent—in other words, the employers had outsmarted the staff negotiators by getting them to agree to the employers making a smaller contribution.

"Do not wait until you cannot live on your pensions and expect NALGO to get them increased," Mr. Oakley exhorted. "Make the provision yourselves."

It should not be beyond the power of the N.E.C. to find out quickly what additional contributions would be needed: compared with the benefits, 2 or 3 per cent would be very little.

## "Cost at least 3 per cent more"

Opposing for the N.E.C., Mr. Harrold said that adoption of the Birmingham suggestions would involve additional contributions of at least 3 per cent, and possibly more, since a high proportion of officers would come into the scheme late in life, and those joining would be those most likely to be a burden on it. Members could hardly find the present 6 per cent, and he did not think they would want to pay more. Delegates evidently agreed, rejecting the motion by a big majority.

Also rejected was a *Plymouth and S.W. District Committee* motion asking the N.E.C. to seek an option for women to retire at 60. This was opposed by the N.E.C., but more strongly by MISS E. I. N. BRADSHAW, *Cheltenham*, on the ground that, if women wanted equal pay, they should expect no special concessions.

Returning to widows' pensions, A. E. FARBROTHER, *Bristol*, moved a long motion, supported by the *S.W. District Committee*, designed, he said, to enable members who did not opt for the health service scheme to make some provision for their widows and dependants. It asked the N.E.C. to seek:

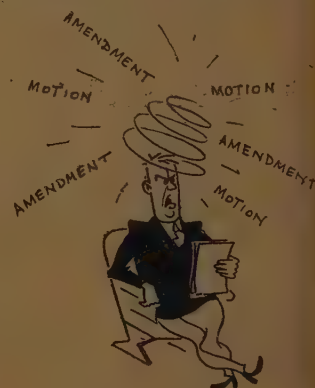
- (a) an optional supplementary contributory scheme to provide for widows' pensions

for officers who die in the service additional contributions to be borne by the officers concerned;

- (b) provision that the refunds normally made at death be retained and used to increase the amount of the widow's pension and to keep the increase of contributions to a minimum; and

- (c) the removal of the good health condition in the case of officers making allocation on retirement in favour of their spouse.

Supporting, in a lively speech, MISS CROUCH, *Bristol*, said that married men did not ask the N.E.C. when they chose a wife, nor whether they were able to support her, and Mr. Harrold had



Delegate's dilemma

right to tell them that they could not afford to pay more for a widow's pension. But Conference was not to be persuaded, rejecting the motion, again by an overwhelming majority, after it had first rejected a *Southport* amendment to delete paragraph (b) of the motion.

It firmly rejected a further *Bristol and S.W. District Committee* motion to seek an additional option for an officer to trade in a lump sum payment for a higher pension or higher widow's pension.

## Gratuities for widows

It had been a bad day for *Bristol*, but it was to be more successful with its next motion. This, which was accepted by the N.E.C. and carried unanimously, rejected provisions to enable a local authority to grant a gratuity, by lump sum or periodical payments, to the widow or dependant of an employee dying in the service, and the removal of restrictions against such gratuities from Local Authorities' schemes.

A further *Bristol* motion asked for provisions to ensure that officers retiring on pension and re-employed by a local or other public authority, should be entitled to both their full pension and the normal rate for the job. His branch, Mr. Farbrother explained, did not favour general employ-



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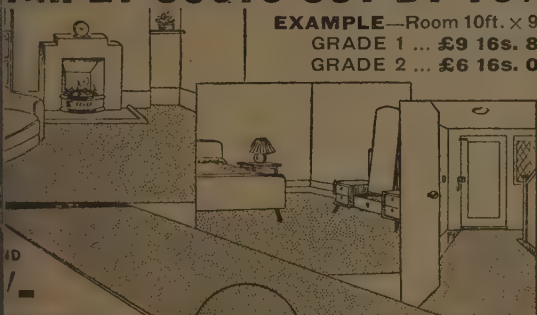
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ment after retirement age. But if officers decided to stay at work, it was in everyone's interest that they should receive both their pensions and the rate for the job. This would reduce promotion difficulties, since local authorities would not be so ready to retain retired officers if they had to pay the full salary. Conference carried two amendments, one by *Mid. and West Herts Hospitals* to extend the effect of the motion to other services, and one by *Bristol Electricity* asking it to resist any general extension of retirement age, and, on the suggestion of Mr. Harrold, referred the amended motion to the N.E.C.

#### AGREEMENT WITH T. & G.W.U. N.E.C. policy approved

Some weeks ago, branches were told privately that the N.E.C. had negotiated with the Transport and General Workers' Union an agreement under which each union undertook to observe the principles of the T.U.C. "Bridlington Agreement" for the elimination of inter-



union rivalry, and agreed recognised "spheres of influence" in the organisation of transport staffs.

There were two motions on the Conference agenda challenging this agreement. One, by *Bournemouth*, called upon the N.E.C. to ensure that no officer eligible for membership of NALGO by virtue of his office was debarred from exercising his unfettered judgment and joining the Association. The other, an emergency resolution submitted by the *N.W. District Committee*, expressed concern at the conclusion of the agreement and directed the N.E.C. to take no similar action without first consulting Conference.

In view of the pledge that there should be no publicity until the agreement had been ratified, the debate on these two motions was taken in private session and cannot, therefore, be reported. Conference rejected both motions by substantial majorities, thereby endorsing the action of the N.E.C. and emphatically indicating its approval of the agreement.

It went on to carry unanimously and without debate a *Bradford* motion calling upon the N.E.C. to take more positive steps to secure 100 per cent membership.

## N.E.C. annual report under fire

EARLIER, Conference had considered the annual report of the N.E.C. Before this was taken, however, T. E. BRIERLEY, *West Midlands*, raised a point of Conference procedure with a motion proposing that, where the agenda committee had converted a motion into an amendment to another motion, then, should the original motion be withdrawn, the amendment might stand as the original motion.

At present, Mr. Brierley pointed out, when a motion was withdrawn, all amendments to it automatically fell and could not be considered. This was unfair to branches, who gave much thought to their motions for Conference.

Opposing for the N.E.C., E. L. RILEY pointed out that the motion would deprive

The Corporation of Douglas, Isle of Man, recently advertised an appointment for an engineering assistant at a salary £50 below the current Charter rates, i.e., at the rates as they were before the salary increase agreed by the National Joint Council last year.

Members of NALGO are asked not to apply for this appointment nor for any other advertised by Douglas Corporation so long as the present dispute continues.

the agenda committee of some of the powers past Conferences had given it, at a time when those powers ought to be increased to prevent the agenda being cluttered up with items of detail when it should be confined to policy. Already, they had difficulty every year in getting through the agenda. Moreover, Conference still had the last word. No motion could be withdrawn without its consent and, if it wanted to discuss an amendment, it could always refuse consent to the withdrawal of the motion to which it was attached. Conference rejected the motion on a count of 700 votes to 495, and turned to the Annual Report, formally moved by C. J. NEWMAN, chairman of the Council.

#### ADMISSION OF JUNIORS

##### "Far below standard"

On paragraph 18, recording that the N.E.C. proposed "at the earliest possible date" to urge all national joint councils to prescribe and observe minimum standards for the admission of juniors to the services, W. H. MORTON, *Salford*, complained that this promise was too indefinite. Whilst the British local government service was the finest in the world, entrants were now being accepted who were far below the qualifications stipulated in the Charter and the standard required for an efficient officer, and the future quality and efficiency of the service were being threatened. If salaries and conditions were not attracting the right

type of candidate, they should be improved: the situation should not be improved by accepting inferior candidates. Salford therefore urged the N.E.C. to take immediate steps to ensure the strict observance of the Charter.

E. FRAKE, *Islington*, moved a non-reception of paragraph 21 recording that the Council had abandoned its attempt to persuade the employers' side of the local government N.J.C. to remove the anomaly between the salaries on the Clerical and lower A.P.T. grades resulting from the 1948 award of the National Arbitration Tribunal (which increased Clerical Division salaries by £20 but left Higher Clerical and A.P.T. salaries substantially unchanged). The Council, it report stated, had made repeated attempts to get this anomaly removed, but the employers would not agree that there was any anomaly and, since the National Arbitration Tribunal had been responsible for it, submission of a dispute to arbitration would be unlikely to succeed. In these circumstances, the N.E.C. had decided that no further action could be taken.

##### "Instruction to quit stalling"

Islington, said Mr. Freake, was not satisfied with this and considered that the N.E.C. had given up the struggle too easily.

T. C. POWELL, *Devon County Council*, supporting, suggested that this was another example of stalling by the N.E.C. which, so far as he was aware, had not raised the point in the N.J.C. since the last Conference. The motion was a instruction to quit stalling and go into a power dive to meet the wishes of the Conference.

A. E. NORTROP, *N.E.C.*, opposing the motion, agreed that nothing had been done during the past year—because more important issues were before the N.J.C. But they would continue their effort not only to remove this alleged anomaly but also to secure better salaries for divisions. On this assurance, Conference rejected the motion.

##### "Deliberately flouting Conference"

A. BLUE, *Glasgow Gas*, moved non-reception of paragraph 60 recording that the N.E.C., with the support of the local government staff side and the electricity gas, and health consultative committees, had decided to take no action on the instruction of last year's Conference that it should not seek higher overtime rates and extension of the overtime ceiling in local government from £495 to £760. In its report, the N.E.C. had said that this proposal was "impossible of attainment, embarrassing to the Association's representatives on negotiating bodies, and not in the best interests of members."

The point at issue, said Mr. Blue, was not overtime, but the failure of the N.E.C.



to carry out a direct instruction given to it on a card vote by the Association's supreme organ of authority—Conference. It was not the first time this had happened. In 1949, concern had been expressed at the increasing tendency of the N.E.C. to avoid implementing Conference decisions with which it did not agree, and last year it was told to carry out the decisions of Conference instead of avoiding doing so. Conference must show the N.E.C. that 200,000 members were behind it—and that some were prepared to go ahead and show it the way.

S. E. BAMBRIDGE, N.E. London Electricity, said that the N.E.C. was deliberately flouting Conference, and was embarking on a policy which would lead to confusion in the electricity service. The staff side of the electricity N.J.C. was committed to accepting time off in lieu of overtime. This was dangerous, and must have an unfavourable reaction on the 38-hour week. Higher grade officials, called upon to work overtime, would be unable to refuse, because it would be laid down in their terms of employment.

### "Striking at roots of democracy"

F. HILSON, Hyde, accused the N.E.C. of striking at the roots of democracy. If it were to set aside Conference decisions at its whim and fancy, there was no need for Conference at all. The Council had made great play with the fact that the national consultative committees had supported its action. But what power had these bodies to override or disregard a decision of Conference? He hoped that Conference would show the Council that it meant what it said.

For the N.E.C., G. R. ASHTON denied emphatically that it had any desire to flout the instructions of Conference, which was the policy-making body. But its members, and especially those on negotiating bodies, had to do the best they could in existing circumstances and to decide the best time to put forward the proposals Conference had adopted. There was no intention of shelving the question, but it could not be divorced from its context. The bodies best able to advise, the national consultative committees, were unanimous in agreeing that it would not be desirable to fight on this issue at present. Conference saw the wisdom of this and rejected the amendment.

The remainder of the annual report was adopted without further discussion, and in this happier atmosphere, C. H. DURHAM, Portsmouth, came to the rostrum to move a vote of thanks to the Association's honorary officers and the members of the N.E.C. Though it was not often that they received bouquets, he said, he was certain that they did their best for members—and it was a very good best (cheers).

C. J. NEWMAN, chairman of the Council, thanked delegates for the warmth with which they had adopted the motion.

## North East's record B. & O. Fund contributions



Delegates from the North Eastern district, led by A. GALLON, their veteran N.E.C. member who has just completed fifty years in local government, with the Sir Homewood Crawford shield, won for the highest average annual contribution ever made to the Benevolent & Orphan fund—£2,814, equivalent to 5s. 2.5d. per member. Metropolitan District won the Viscount Wakefield Shield with £7,889—4s. 9.4d. per member, and South Wales District the Bridlington Cup, with £2,439—4s. 9.2d. per member. Contributions from other districts were: North Western, £8,123 (4s. 7.8d.); Southern, £2,616 (4s. 4d.); Eastern, £2,684 (4s. 2.5d.); South Western, £2,535 (4s. 0.4d.); Yorkshire, £3,820 (3s. 11.2d.); East Midland, £2,930 (3s. 10.7d.); Scottish, £3,023 (3s. 8.2d.); and West Midland £3,348 (3s. 4d.).

## Challenge to inclusion of national services withdrawn

A SERIES of motions on the structure of NALGO opened with a major challenge from Surbiton to the policy of expansion beyond the local government field approved in 1946. This, moved by MISS A. O. WITHERS, invited Conference to declare that the time had come to consider the desirability of re-establishing the former status of the Association as one for local government officers alone, and that any form of federation with the sections for health, gas, electricity, and transport should be at the highest level only.

Surbiton. Miss Withers hastened to explain, was not asking Conference to agree immediately to restrict membership to local government officers. But it suggested that they should consider the principle of catering only for officers with a local allegiance, as distinct from those with a regional or national allegiance.

### "High-level federation" enough

It had been suggested, she said, that a smaller and more exclusive NALGO could not expect to benefit from awards to the staffs of nationalised undertakings, as it did at present. But she was not aware that any local government officer

had benefited from such awards. If benefits of this kind were likely in the future, they could be secured equally well from high-level federation with organisations for the staffs of nationalised services.

It was a fallacy that the trade union with the biggest membership could win more benefits. What was important was the proportion within a single professional or service group. The National Union of Teachers acted for members of the teaching profession only, and what more powerful organisation was there today? By remaining independent, teachers carried far more weight than they would do were they part of another organisation.

A further argument for the smaller specialised organisation was to be found in the recent outbreaks of unofficial strikes, which appeared to be largely due to the unwieldy organisation of the trade unions concerned and the consequent feeling of their members that the union was not in touch with smaller groups.

Since 1946, NALGO had recruited 78,000 members, of whom, it was estimated, at least 50,000 came from the nationalised services, apart from those transferred to those services from local government.



# Birmingham explodes 'secession plot' canard

The total of officers in the nationalised services might well be so great that, ultimately, the voice of the local government officer would no longer be heard in the Association set up for his protection and benefit. One result of NALGO becoming the godfather to five services was seen in the Conference Agenda, which was now just a list of petty requests, instead of a means of discussing policy and giving guidance for the benefit of the community as a whole.

## "Preserve united front"

Though Conference had heard Miss Withers patiently, the cries of "Vote" which greeted the end of her speech made it evident that she had won neither sympathy nor converts. After A. J. CARR, *Liverpool & District Electricity*, had reminded delegates that, since nationalisation, there had been a change of government with a different attitude to the nationalised services, and that most of their officers were formerly local government officers, it was necessary only for E. L. RILEY, *N.E.C.*, to suggest that the motion should be withdrawn and the united front preserved. The movers of two amendments, one, by *North-West Kent Hospitals*, calling for a separate body within NALGO to deal with the nationalised services, the other, by *Solihull*, apparently seeking their total exclusion, withdrew them, and Miss Withers took the hint and followed suit. Once again, Conference had firmly demonstrated that the overwhelming majority had no second thoughts about the welcome extended to the sister-services.

## BIG BRANCHES' MEETING

### "No breakaway move"

It was equally determined to stamp on all moves, real or imaginary, towards secession by groups of branches, and welcomed the next motion, by A. A. MEERS, *Birmingham*, supported by the West Midland District Committee, deploring any breakaway from the Association by any section or sections of the membership, and expressing the conviction that there was ample opportunity for the expression of any minority opinion within the Association.

When the motion was tabled, Mr. Meers said, he had thought that it would be unnecessary to speak on it. But, after the President's reference, in his address, to the meeting of big branches last winter, the Birmingham delegates felt that some explanation was due to Conference.

Some members of Birmingham branch, he said, had thought that it would have points of common interest with other big branches, and had decided to sponsor a meeting of representatives of these branches. But some members in the branches invited had apparently felt that

the quiet and dignified talks proposed by Birmingham would not do at all, and one or two individuals—and he must stress the word "individuals"—made statements to the press or wrote articles in branch magazines which were construed as indicating that the purpose of the meeting was to discuss a breakaway from the Association or the establishment of a separate organisation.



E. L. RILEY

At no stage was there any secrecy. Copies of all the letters sent out and of the agenda and final report were sent to Headquarters. But unauthorised statements began to appear in the press, and a statement that the meeting was being convened to consider a breakaway was telephoned to a local newspaper at a time when the only person authorised to make press statements was in London. Similar statements, not put out by the branch, appeared in other papers, including the "Municipal Journal," and it was clear that some people wanted to focus an unfriendly light on the meeting and to spread a completely erroneous idea of its purpose.

### "Completely loyal"

What happened at the meeting was briefly reported in the April "L.G.S.", when the editor, rightly, blew sky high the whole idea of subversive action. But some damage had been done, and the action of the large branches might be viewed with some suspicion. He sincerely hoped that he had dispelled all such suspicions. In fact, those who attended the meeting voted unanimously for a resolution similar to that now before Conference. The idea had been a sound one—it was wise, he thought, where there were common interests, for representatives of the branches concerned to talk them over and try to agree upon a common policy, rather than to come before Conference with a series of similar but slightly different motions—but he was most anxious to dispel any suggestion that the bigger branches were ganging

together to produce some sort of plot. Birmingham was completely loyal to NALGO, it believed that there was ample opportunity for the expression of minority opinion, and it deplored any suggestion of a breakaway by any section or sections (*cheers*).

After delegates had accepted a *Liverpool* amendment to include in the motion the words "any suggestion of a" breakaway, Conference approved it unanimously without further discussion, thus finally disposing of any disquiet or misunderstanding the Birmingham meeting may have caused.

## WATER COMPANY STAFFS

### "Inadequate attention" alleged

Having thus reaffirmed the unity of the Association both sectionally and geographically, it leapt to the defence of a small section which complained that it was being ignored. This arose on two motions, the first by the *Metropolitan District Committee* and *Colne Valley Water Branch*, deploring the lack of initiative shown in recruiting the staffs of the water industry and calling on the N.E.C. to take immediate steps to organise these staffs nationally.

W. H. AYRES, *Colne Valley Water*, moving this, said they had heard a lot of talk about standing together, but were giving inadequate attention to one potential source of members—the water services staff. Seconding, P. CAMPBELL, *Waterworks, Snodland*, complained that, when the water industry seemed likely to be nationalised, the N.E.C. was anxious to recruit the staffs of the water companies, but now that there was little likelihood of nationalisation, they were no longer wanted.

R. YARWOOD, *Stockport*, supporting, said that one of the biggest difficulties faced by gas members in achieving their salary scales had been inadequate salaries and conditions in the privately-owned gas undertakings. Since most of the water industry was municipally owned, it was imperative that they should recruit the staffs of the privately-owned companies as fully as possible.

### "Ninety per cent recruited"

For the N.E.C., H. W. JOHN opposed the motion, solely because its suggestion that there had been lack of initiative was untrue. Every effort had been made to recruit these staffs and 90 per cent or more were now in NALGO. But Conference insisted on carrying the motion.

It gave an equally warm welcome to the second, moved by P. CAMPBELL, *Waterworks, Snodland*, deploring the neglect of water-company staffs and instructing the N.E.C. to give due recognition to them in all Headquarters and other NALGO publications.



These staffs, Mr. Campbell said, had no negotiating machinery. They were a small and neglected minority and no one ever heard about them. His motion, he told Conference, had been first submitted to his district committee, which decided not to support it at Conference, but to send it to the N.E.C. The N.E.C. discussed it, and replied that water company staffs were not neglected. But Snodland had circulated all the water company branches in NALGO, and the cry had come back from all: "NALGO does nothing for us!" They knew better than the N.E.C. whether or not they were neglected.

H. W. JOHN, N.E.C., opposing the motion, said if it were approved a section of "L.G.S." would have to be reserved for water staffs. The Council had no objection to that, if there was sufficient

material of interest, but there had been no information for water company members, and there was unlikely to be much in the future. But the editor of the journal had assured him that he was prepared to publish anything about the staffs of water companies likely to be of general interest, and that their contributions would be given equal consideration with all others, and the matter should be left there. The N.E.C. would help members of water company branches in every possible way.

But Mr. Campbell refused to accept this assurance. He wanted a definite instruction from Conference, deploring—as it must be deplored because it was deplorable—the neglect of this small section of NALGO. Conference gave it to him, approving the motion by an overwhelming majority.

## Finance with a wink: treasurer's fascinating review

SINCE 1946, one of the highlights of Conference has been the annual statement on the Association's finances, delivered by J. H. ROBINSON, its honorary treasurer, with a masterly combination of quickfire wisecracking and

this was his first appearance on a Conference platform or before a microphone.

"I think I had better start right away," he confessed, with the first of these winks, "by letting you into a top secret—that my appointment was not without competition. It was a neck and neck race between myself and an American admiral! (laughter). The scale was turned just in my favour by my good friend Mr. Chinn, who said that we should have at least one Briton in high office, even if he was a bit ancient!" (laughter).

Any doubt he might have had in accepting the office of treasurer, he went on, had been lulled by the knowledge that he would be succeeding a man of the calibre and eminence of Mr. Robinson (cheers). Mr. Robinson had, under great difficulties, done more for NALGO than delegates would ever know.

### "Don't fillet the backbone"

After nearly 30 years' membership of NALGO, he had one thing firmly in his mind: that its honorary officers throughout the country were its backbone (cheers)—and he was proud to be one of them (cheers). "Mark my words," he warned, "if ever the day comes when that backbone is filleted to get at the wishbone, this great fraternal Association of ours will be finished" (hear, hear!).

Possibly the first item in the accounts to concern delegates, he suggested, would be the fact that staff salaries and superannuation had gone up by £16,500 odd to nearly £154,600: that was largely due to increases to meet the rise in the cost of living, which had operated from January 1, 1951.

In general office expenses, up by £3,500 to £23,700, the biggest increases were in printing, stationery, and office equipment—the powder and shot of modern administration. Total central establishment expenditure was up by nearly £19,000, to £190,170. Of the increase,

NALGO activities accounted for £14,564, and ancillary activities for £3,609.

On the income side, there was the item known as "lifeblood"—the income from subscriptions—indeed "a bloody business" (laughter). This had increased from £295,500 to nearly £318,000—but the increase in subscription income had been shared out among the residuary legatees, Headquarters taking £13,676 and branches £7,748, leaving a modest £1,035 for district committees.

The expenses of "Conference, Council and Committees" had increased by £2,000 to £28,400. That reflected the increased cost of living and travelling, from which all suffered. It was a "pretty hefty" figure, "but I have not noticed any members of the N.E.C. retiring out of it yet!" (laughter).

### Cost of education

On education, salaries were up by £935, partly due to the fact that they had additional staff. "If you want to be educated, you have got to be paid for it," commented Mr. Ruscoe, adding with another wink, "I do not know whether I have got that quite right" (laughter).

The NALGO Correspondence Institute showed expenses of £11,173 against income of £9,923—and he could not for the life of him see why they could not make ends meet (hear, hear!). The people who advertised correspondence courses in the professional journals were not doing it from philanthropic motives. However, the figures were better than the previous year, when the net loss was over £2,000.

### How to make members read "L.G.S."

The net cost of "Local Government Service" was up by some £4,300 to £22,500, as was to be expected with printing expenses what they were.

"I wonder," Mr. Ruscoe asked, "how many of you put the Journal to proper use? (laughter)—I mean by reading it! When I was a youngster at Stockport, I used to dish this thing out, and in those days folk used to push it straight into the wastepaper basket. I thought I would stop that. One month, I told them to put it in their desks quickly, because it had been banned for indecency! (laughter). Everybody read it from cover to cover. But I had to disappear out of the office on outside audits for a time!" (laughter).

Seriously, he considered that "L.G.S." did a marvellous job. It was the only means of telling the ordinary member what was going on, and, in his opinion, NALGO members were better informed than those of any other trade union (hear, hear!).

### "Best P.R. is success"

Then came "Public Relations," on which they had spent £5,400. For himself, he had always fought shy of relations, and some had become public only as he achieved some small measure of success. The moral of that was that the best form of public relations was success—"and here," he exclaimed, "is hoping for all you patient people on July 9!" (cheers).



JOHN RUSCOE

shrewd commonsense. When Mr. Robinson retired last year, many feared that this annual display of verbal fireworks must be foregone, and that, though NALGO might find as able a treasurer, it would find none with comparable wit and verbal felicity.

How wrong they were was quickly proved on the first morning, when the new honorary treasurer, JOHN RUSCOE, who is city treasurer of Bradford, rose to present the accounts. From his first sentence, he had delegates chuckling, soon he had them laughing loud, and for thirty minutes he held them enraptured. It was in no sense an imitation of Mr. Robinson: Mr. Ruscoe's style is entirely his own, homely and confidential, dyed in bluff Yorkshire wool, and with a trick of verbal winking that delegates found irresistible. None would have believed that



Finally, the account showed a surplus of £5,304. That, he supposed, was something to be pleased about—but it was much less than the 1950 figure of nearly £13,300. The surplus had been added to the reserves, which now stood at over £201,271.

"But the funny thing," Mr. Ruscoe exclaimed, "is that the higher the reserves become, the less brass we seem to have! You know, some of us are in the same boat. The higher the salary we get, the more hard up we become, until at the mere threat of an increase in salary we are frightened to death! (laughter)."

In fact, whereas a year before, the Association had £11,500 in cash at the bank, it now had an overdraft, which totalled £5,288 on December 31 last—partly as a result of an increase of nearly £10,000 in loans to the holiday centres.

### Reserve fund still "pie in the sky"

Much of the reserves was invested, but these investments gave cause for concern, since, although their book value was nearly £87,000, their market value on December 31 was only £72,405 and, since then, the position had got worse.

"The point I want to make," said Mr. Ruscoe, "is this. These investments are usually in dated securities, which means that if you can hang on to them until maturity, there will be nothing to write off. But if you are going to do that, you must have a much higher degree of liquidity than is shown in this balance sheet" (hear, hear!).

Mr. Robinson had made a great fight for a Special Reserve Fund, and it had taken a time to get that accepted because so many had had to be convinced. Today, there was some misapprehension about that reserve fund. At the moment, it was pie in the sky—it did not exist. It was a reserve fund to be created on the never-never system; over a period of 10 years, £50,000 a year, with accrued interest, assuming no call on it in the meantime. "Ten years!" exclaimed Mr. Ruscoe. "Some of us will be dead by then, all being well!" (laughter).

### Levy if funds are needed

"If a time of difficulty does come, and funds are required," he continued, "you may have to realise your investments, and that, today, would be stupid. It may be that, if any branch comes up against it and it is necessary for the Association to back it, it would be better to raise a levy on members. I am not shooting a line on this—you will understand its significance before this Conference is over"—a reference which delegates were to understand next day, when they heard of the action of Douglas Corporation.

The holiday centres, he continued, were on the wrong side to the tune of £1,033. At Cefn-y-Mynach, he thought that the present manageress, with a hard-working staff, would put a different picture on the job before long. Croyde Bay had a surplus of £1,256, but this was £2,358 less than the previous year, and Cayton Bay had a loss of £2,126.

Some years ago, he reminded delegates,

it had been agreed to advance the holiday centres a loan of up to £75,000. They had now nearly hit the ceiling—in fact, a little bird had told him the other day that there was a hole in the roof! But he made no complaint of that: the special activities committee, which looked after the holiday centres, was making a good job of it, but not even it could make bricks without straw. To spread the season, they had offered very advantageous rates during the last weeks of the holiday period and he could not understand why more younger members did not take advantage of those rates: they would do better there than anywhere else.

Finally, there was the Benevolent and Orphan Fund. It was part of his job to look at the urgent cases, and this had been a real education. He could say, sincerely and with humility, that "there but for the grace of God go some of us" (hear, hear!). The Fund seemed to be experiencing a series of deficits; and last year was down again by £6,764,

reducing the reserves created by their predecessors to £116,789. The position was not happy since, if they had to realise investments, there would be a substantial loss.

"We need more revenue on this job," Mr. Ruscoe declared. "We need everybody to be a member (hear, hear!). When I was a youngster, keeping myself on £70 a year, I managed to pay the odd coppers that were necessary. It has given me a clear conscience. I think that those other people, who have not yet seen the light, ought to be converted" (cheers).

In conclusion, he paid tribute to the help given him by the N.E.C. and the staff. He had not become honorary treasurer to be a yes man to anybody, but he must say that, during his short term of office, he had been struck by the keenness and hard work of the N.E.C. As to the staff it was his honest belief that NALGO had the finest set of officers in the trade union movement (cheers), taking their tone and standard from the General Secretary at the top (cheers).

## Public relations: need for spur to local interest

THE ASSOCIATION'S public relations policy provided the subject of another interesting, though brief, discussion. It was prefaced by an N.E.C. motion, expressing the conviction that effective democratic local government is essential to the personal wellbeing of the citizen and the health and productive efficiency of the nation; declaring that the success of local government largely depends upon popular understanding and support; and therefore urging the Minister of Housing and Local Government to encourage local authorities to make full use of their powers to develop public interest and participation in civic affairs and, with this object, to establish a permanent national advisory body on publicity for local government.

Moving this, STEPHEN DUNCAN explained that its object was to give further stimulus to public relations by local authorities, in the development of which NALGO had been the pioneer. Today, the interest which the Association

had developed in this work was beginning to decline, and some local authorities which had set up public relations departments were closing them or diverting them to other work. They needed some central stimulus, which a national advisory body could provide. Were that stimulus to be given, there was hope of greater interest among citizens generally in local government, in the development of which NALGO might play its part, and from which members would benefit. Conference clearly agreed, adopting the motion unanimously and without discussion.

### POLICY RE-STATED

#### A three-fold objective

Welcomed by the N.E.C. (apparently to the surprise of its mover, MISS PAT TAYLOR) was a *Metropolitan District* motion declaring that the Association's efforts to increase membership and to emphasise the value of the various services to the public would be improved were its policy designed to stimulate and maintain interest at branch level; to intensify publicity about NALGO among members and prospective members; and to develop publicity which would attract public attention to the service, the officers employed therein, and the Association's activities generally.

Moving this, Miss Taylor suggested that, on public relations, the N.E.C. had its head in the clouds. The four-fold policy laid down in 1948 had caused confusion because members did not understand what it meant: to be effective, they must cut out the high-sounding phrases. To which N. W. BINGHAM, N.E.C.,



The delegate who was not made an honorary member of the Scottish District.



# N.E.C. promises more information for members

politely thanked Miss Taylor for having practised as she preached and, in the motion, defined the public relations policy simply and clearly—after which there was nothing for Conference to do but adopt it.

## INFORMED MEMBERSHIP VITAL

### "Council will do its utmost"

More controversial was the next N.E.C. motion, moved by Mr. Bingham, inviting Conference, whilst recognising the confidential character of National Joint Council negotiations at certain stages, to express the opinion that a fully informed membership was essential, and to instruct the N.E.C. to make arrangements to keep members informed of current events, though without prejudice to negotiations. The N.E.C., said Mr. Bingham, recognised that an informed membership was vital to the health of NALGO. It could be achieved only through adequate communications between Headquarters and members, and that presented a major problem, and one which faced all big trade unions. The Council had given much thought to the problem during the past year. It had not solved it—though it had made some progress. But it was wholeheartedly in favour of giving up-to-date information to members and, if Conference accepted the motion, would do its utmost to give effect to it during the coming year.

## ABOUT NEGOTIATIONS, TOO?

### "Must sometimes be confidential"

But this did not go far enough for some delegates, who questioned the N.E.C.'s claim that N.J.C. negotiations should be treated as confidential. First of these was MISS PAT TAYLOR, *Metropolitan District*, with an amendment suggesting that the best way to win the interest and confidence of members was to give them, in "L.G.S.", branch circulars, and other media, full information about the nature and progress of consultations and negotiations with the employers. What members wanted, she said, was a running commentary on the events in which they were most interested.

E. FREAKER, *Islington*, seconding, alleged that, at present, the member wanting news of negotiations could get it from another trade union before he got it from NALGO. Members wanted the information quickly, so that they could show the employers that the Association was behind the staff side all the way.

For the N.E.C., Mr. Bingham opposed, on the ground that there were occasions when to report fully on the course of negotiations would prejudice the staff side. He did not wish to exaggerate the number of those occasions, and the Council agreed that it should be possible to issue more comprehensive reports than had been done in the past, but there

were times when the negotiators must keep silent. Conference recognised the force of this argument and rejected the amendment.

### "Results must come first"

But this vote did not deter G. F. FINCH, *Birmingham*, from moving another amendment in similar terms. This sought to instruct the N.E.C. "in order to arrest the decline in the confidence of the rank and file member in the effectiveness of NALGO," to institute a comprehensive system of informing members "of the day-to-day progress of outstanding negotiations in line with the procedure adopted by other trade unions." In the health and electricity services, said Mr. Finch, branches were finding it difficult to recruit potential members, because other trade unions were getting out news of negotiations more quickly. The Association's policy had been to sacrifice speed to accuracy. But, today, speed was essential: the details could follow. The more information given to members the better.

For the N.E.C., J. P. PHOENIX suggested that Mr. Finch was himself behind the times. His criticisms might have been valid three or four years ago, but the supply of prompt information had greatly improved recently. In any event, what members really wanted was results. If giving information would interfere with getting results, then the information could wait. Conference agreed, rejecting the amendment and adopting the motion by an overwhelming majority.

## A TASK FOR BRANCHES

### Weekly bulletins urged

Finally, *Islington* passed the information buck back to branches themselves, with a motion asking the N.E.C. to emphasise to them the importance of regular branch bulletins and circulars, published at intervals of "not longer than one week." *Islington* had demonstrated that its own practice went even beyond its preaching, for examples of "Islingtonic" its wall newspaper, published not weekly but daily, had been on display throughout the Conference, and had aroused much interest. The N.E.C. readily accepted the motion, and Conference adopted it.

## LOCAL GOVERNMENT REFORM

### Call for inquiry by N.E.C.

Also in this section of the agenda, though not strictly public relations, was an *Ealing* motion instructing the N.E.C. to report to the next Conference on measures necessary for strengthening local government and local government finance. It posed, said its mover, E. S. HERBERT, three questions:

Was the local government service capable of improvement?

Was there any vital rôle for it to play in the future of the national life?

Was it right for NALGO to have some stated policy on the future of the local government service?

*Ealing* answered "Yes" to all three. Essential functions had been and were still being taken away from local govern-

## Branch Magazine Prize-winners

THE RESULTS of the branch magazine competition for 1951 was announced at the Conference meeting of editors. The winners were:

### Printed magazines

1. *Newsreel*, Surrey County (editor R. S. B. Knowles)—315 out of a possible 450 marks.
2. *Guildhall Gazette*, Middlesex County (editor P. Waddell)—306 marks.

### Duplicated magazines

1. *Fulham NALGO News*, Fulham (editor John W. Hall)—307 marks.
2. *Contact*, Lewisham (editor G. Harris)—283 marks.

Fulham NALGO News was also awarded the prize for the best new magazine first published in 1951.

MRS. WATSON STROTHER, wife of the new President, presented silver shields to the winners of the two first prizes and certificates and book tokens to all prize-winners.

It was well known that there were defects in the structure of the service. When the staff side went to the employers for better salaries and conditions, the employers were not concerned with the justice of the case: they asked how much it would cost. Therefore, if NALGO could improve the structure of local government finance, it would increase the chances of better service conditions.

### "Association must be uncommitted"

But Mr. Bingham, for the N.E.C., opposed. The motion, he pointed out, called upon the N.E.C., within the next twelve months, to report on the whole issue of local government reform, including its financial aspects. No subject had aroused more bitter controversy, and even were the N.E.C. able, in twelve months, to carry out all the research that would be necessary and publish a report, its recommendations, whatever they might be, were certain to create difficulties. There were stronger objections. Whatever reform of local government took place, NALGO wanted to be free to defend the interests of its members. If it committed itself to particular reforms it might weaken its whole position. Conference firmly rejected the motion.



# Branches win bigger share of subscriptions

THE AGENDA contained 20 motions and amendments seeking to revise Association subscriptions or to change the basis on which the revenue from them is allocated between Headquarters, districts, and branches. When it became clear that there would be no time to debate these, Conference agreed to consider an emergency motion raising the most important

maintained, the real life blood and strength of the Association lay in its branches, and it would be a serious matter were lack of money there to lead to loss of efficiency. What had happened, he believed, was that Headquarters was getting rather more and branches rather less than was intended when the new scheme was approved a year ago, and it was therefore necessary to redress the balance.

## N.E.C. willing to review basis

Opposing the motion for the N.E.C., J. RUSCOE, the honorary treasurer, said that the Council recognised the need to review the basis of subscriptions and branch retentions, particularly in the light of current conditions, and appreciated the difficulties of branches. It reiterated its guarantee that no branch would be worse off under the new scheme than it was under the old. It intended to take as wide a view as possible compatible with the resources of the Association. But the difficulties were not confined to the branches.

P. C. DEANE, *London Electricity (North-ern)*, said that, by the end of the year, his branch of more than 700 members would have suffered a reduction of over £40 in income, despite an increase of 60 in membership. Last year, the branch had been compelled to draw on its reserves. Although the N.E.C. might find it difficult to allow branches more money, neither it nor the Association would be wanted if there were no branches.

E. F. HEDLEY, *South Shields*, said that last year his branch of 600 members had collected £831, of which 35 per cent—£291—was retained by the branch. This year, gross income would be £904—£73 more—but of that the branch would retain only £257—£34 less. That was hardly fair.



MRS. WATSON STROTHER, wife of the new President, presenting trophies and certificates to the Branch magazine competition winners—W. J. Creed-Bailey, Surrey; F. A. Baynton, Lewisham, and John W. Hall, Fulham.

C. J. NEWMAN, *N.E.C.*, recalling that it was he who, last year, had given the pledge that no branch would be worse off, solemnly assured delegates that the N.E.C. would redeem that pledge. If the calculations were wrong, they would be re-examined. He therefore asked Conference not to pass a resolution on the subject, but to accept in good faith the pledge which had been given and which he now reiterated.

H. LONG, *Leeds*, pointed out that the terms of the pledge were that no branch would be worse off than "at the time the report was adopted." That was the Adaptation Report, which was adopted in 1950, and in that year the amount retained by branches was roughly £105,000. But in 1951, branches retained £113,000—£8,000 more. The Council's pledge, therefore, meant that branches would retain only £105,000, although in 1951 they had had £113,000. His own branch had effected drastic economies, but could not go on, and they wanted to know their financial position now.

## "No less than before change"

Pressed for an answer on this point, Mr. Newman said that his pledge was that no branch would get less income than it received before the change of subscriptions was introduced.

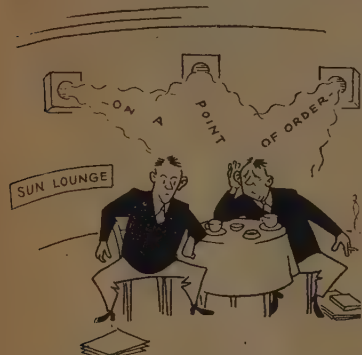
S. ORMISTON, *Sheffield*, said that his branch would be worse off to the extent of £125 for the current year. But branches, like Headquarters, also had to pay higher prices for stationery, postage, and other things, and to finance activities such as public relations, which brought in no cash but were considered essential.

S. WRIGHT, *West Riding*, said that, even if branches received the same income as before, the West Riding would still be in deep water. It was drawing on reserves at the rate of £150 a year. The only way to increase membership and get more money was to have a branch magazine, but with a loss of £150 a year that was difficult.

## Risk of subscriptions increase

R. BEATTIE, *B.E.A., S.W. Scotland*, opposed the motion, on the ground that, if it were carried, subscriptions would have to be increased again—and they were high enough now. His branch found that it could live adequately on its present income, and he urged others to try to do the same and so avoid an increase in subscriptions which would hit everyone.

W. KENYON, *N.W. District*, said that the motion called for no more than was received by branches in the past. If the Association had now reached its maximum income, they must consider reducing expenditure.



Some delegates tried to follow the debates from the adjoining tea-room. But it was not easy!

issue. This proposed to increase, for 1951-52, the amount of subscription income retained by most branches from 28½ to 30½ per cent, and by county and "scattered area" branches from 32½ to 35 per cent, provided that the amount retained per head of membership should in no case exceed that for 1950-51. The motion was supported by *Birmingham, Manchester, Glasgow, and Sheffield* branches and by the *North Western and North Wales, Scottish, West Midland, and Yorkshire District Committees*.

## "Many now worse off"

Moving it, H. CHARLTON, *N. Western District*, reminded Conference that, when the new subscription allocations were agreed a year ago, it was understood that no branch would be worse off. In fact, many branches were now definitely worse off. Inquiries in his own area showed that most, ranging in membership from 80 to 3,000, were likely to have less income in the current year than they had had in the previous year—and some substantially less. That was the position in local government branches. In those for the nationalised services, the position was worse, because they contained higher proportions of lower-paid officers, some of whom were paying lower subscriptions than before the introduction of the new scheme. And this blow had come at a time when branch administrative costs were increasing.

The honorary treasurer had described subscription income as the "life blood" of NALGO. In fact, Mr. Charlton

## Association gets a new name and Constitution

A SEPARATE session was devoted to consideration of the new draft rules and constitution of the Association. These had been prepared by the N.E.C. to give effect to the decisions of the 1951 Conference on measures needed to give members in each service group a voice in service conditions policy, to increase the efficiency of Conference and the N.E.C., and to accumulate a £500,000 reserve fund within ten years.

As preface to this, J. PEPPER moved an N.E.C. motion to change the name of the Association to "The National and Local Government Officers' Association." This change, Mr. Pepper reminded delegates, had been proposed last year and approved on a card vote by 102,000 votes to 62,000. Though this gave a substantial vote in favour, it was just short of the two-thirds majority needed for a change of rule and had, therefore, not been carried. But the N.E.C. had promised to consider the matter during the year. It had agreed that the new title previously suggested was the best of several proposed, particularly since it made it possible to retain the short title "NALGO" by which the Association had become well known during its 47 years of life.

Two amendments, one by S.W. Sussex Gas seeking to substitute "Nationalised Authorities" for "National," and the other, by Surbiton, to refuse any change, were both withdrawn, and Conference approved the new title by a majority well over the two-thirds required.

Many branches had tabled amendments to the draft rules, but when it came to the point more than half of these were withdrawn, and most of the remainder were rejected with little or no debate. Since much of the discussion was devoted

to esoteric points of concern to branch officers only, it is not reported here. But several points of wider interest were raised. These included:

**Special Conferences:** R. FOYSTER, *Canvey Island*, successfully challenged the proposal that a special Conference might be called only by the N.E.C. or on the requisition of at least 50 branches having a minimum aggregate membership of 20,000. This, Mr. Foyster argued, was



J. PEPPER

unfair, giving an advantage to the big branches and district committees and unreasonably restricting the powers of branches and districts with fewer members. He therefore moved deletion of the words "having a minimum aggregate membership of 20,000."

Delegates of several big branches supported this plea. E. G. LEES, *Herts County*, pointed out that, since only three of the twelve districts had more than 20,000 members, the rule would make it impossible for a special Conference to be requisitioned by any one of the other nine districts, even with the support of all its branches. E. G. BUTT, *Croydon and West Kent Sub-Area Electricity*, agreeing that the support of 50 branches should be necessary to requisition a Conference, said that the intro-



J. H. WARREN, General Secretary, greeting Scottish delegates at the civic reception.

Replying to the debate for the N.E.C., Mr. Ruscoe expressed sympathy with the motion. The trouble was that the figures had changed from what they were when the Adaptation Report was put forward by his predecessor, and that was because the Council and Conference had been long-winded in dealing with it. It was assumed in that report that the raising of subscription rates would provide a possible income of £335,000, of which branches would retain £97,000—much the same as they retained in 1949. But in 1950, they had retained £105,000 and, in 1951, £113,000.

### Prospect of £18,000 deficit

Whilst it was true that the expenses and difficulties of branches had increased, so had their share of subscription income. It looked as if the dog had seen the rabbit! This year, the Association faced a deficit of around £10,000. If the motion were accepted, then the anticipated deficit of £10,000 would become £18,000, which would have to come out of reserves.

He therefore asked Conference to reject the motion, not because it was unreasonable or unjustified, but because circumstances made it necessary for branches to tread water for a bit, even if that meant reducing their own small reserves.

Claiming his right of reply, Mr. Charlton said that branches had already been compelled to dip deeply into their reserves. Without more income, they would be in serious financial difficulty during the current year.

Delegates supported him, carrying the motion despite N.E.C. opposition—thus giving branches the money and the N.E.C. the headache of budgeting c. £8,000 less than it had expected to have.



LEADERS RELAX—Watson Sirother, the Association's new President, with Mrs Sirother, Lewis Bevan, Immediate Past-President, Mrs Bevan, E. L. Riley, President 1950-51, and Mrs Riley, at the Civic Reception.



## Cutting Conference agenda: electing the N.E.C.

duction of the minimum of 20,000 members meant that, if the small branches wanted a special Conference, it might be necessary for as many as 450 of them to demand it. L. B. SATE, *Croydon Health Services*, suggested that the proposed rule would make it impossible for health service members to call a special Conference if they wished.

Though E. L. RILEY, *N.E.C.*, suggested that, if the issue were sufficiently important, it would never be impossible to get the support of ten per cent of members, it was clear that the majority opinion was behind the small branches on this issue. Mr. Pepper accepted the amendment, which was carried.

**Conference agenda:** The N.E.C. had proposed, as a means of reducing the Conference agenda, that, in future, "motions by branches shall be submitted in the first instance for consideration by the appropriate district committee and if approved by the district committee shall, subject to the powers of the agenda committee contained in the Standing Orders for Conference procedure, appear on the Conference agenda in the name of the branch supported by the district committee. If the motion is not approved by the district committee it may, subject to the powers of the agenda committee, be included or retained in the agenda or withdrawn by the branch at its option."

Challenging this, A. V. EVANS, *Card-marthenshire*, moved that the word "shall" in line 4 above be replaced by the words "may if so desired by branches," and that the words "subject to the powers of the agenda committee" in lines 16-17 be deleted. The system of always seeking the approval of district committees was most unsatisfactory, he argued, since, unless a branch was strongly represented there, its motions were likely to be rejected.

F. HILSON, *Hyde*, contended that the rule, if adopted, would prevent a small branch getting a motion before Conference. As the rule stood, he said, any motion not supported by a district committee could be excluded at the whim of the agenda committee. This suggestion, the N.E.C. spokesman, L. H. TAYLOR, firmly denied. All the rule meant, he explained, was that branch motions should go to district committees. If the district committee approved a motion, then its support would be shown on the agenda; if it did not approve, then the branch retained the right to have its motion on the agenda. With this assurance, Conference rejected the amendment.

**Disqualification of N.E.C. members:** The N.E.C. proposed to include among several reasons for disqualifying a member from serving on the Council the fact that he had been convicted "of any offence" and ordered to be imprisoned for not less than three months without the option of a fine. G. SIMMONS, *Wanstead and Woodford*, considered this to be too drastic and proposed to limit the disqualification to those convicted of a "criminal" offence only. Though L. H. TAYLOR, *N.E.C.*, explained that the wording had been taken from the section of the Local Government Act, 1933, dealing with the disqualification of members of local authorities, Conference

refused to agree with him that "what was good enough for councillors was good enough for members of the N.E.C.," and adopted the amendment.

**Voting for N.E.C. members:** F. HILSON, *Hyde*, raised the old problem of "plumping" in N.E.C. elections. The N.E.C. had proposed continuance of the present practice under which each member must vote for as many candidates as there were vacancies on the Council in his constituency, neither more nor less. Mr. Hilson objected to this, in an amendment which would entitle a member to vote for as few or as many candidates as he wished up to the total of vacant seats. It was wrong, he argued, to compel members to vote for



"Black-coated workers"

people they did not want; each member should be allowed to vote for those he wished to represent him, and for those alone. Supporting, H. J. BURGESS, *Islington*, said that, today, the average member, on receiving his ballot paper, treated it as if he were doing a treble-chance—he put a cross and hoped for the best! (laughter).

E. L. RILEY, *N.E.C.*, intervened to point out that Conference had rejected the principle sought in the amendment only a year or so ago. It was well known that big branches could outweigh the small ones, and the insistence on members voting for a minimum number of candidates was designed to protect the small branches.

E. TROTMAN, *Essex County*, told Conference that, today, most of the 2,000 members of his branch refused to vote because they objected to voting for people about whom they knew nothing.

R. G. BARRY, *Wandsworth*, questioned this statement, pointing out that practically every member of the N.E.C. sat on a district committee, to which each branch sent representatives. Members who knew nothing about the candidates nominated for election ought to change their district committee representatives. It was the job of the membership to send the best possible people to the N.E.C., and that would not be done by letting sectional interests have their way.

Finally, G. SIMMONS, *Wanstead and Woodford*, asked what was the member to do who knew all the candidates, liked two, thought that all the rest were fools, but had to vote for eleven? Conference answered him—by rejecting the amendment.

**Casual vacancies:** The N.E.C. proposed to continue the present arrangement that casual vacancies arising on the Council between the beginning of an annual Conference and the following December 31 should be filled by a further election in the

district concerned, but that casual vacancies occurring between January 1 and the beginning of the next annual Conference should not be filled. To this, A. E. H. CLEWER, *Leyton*, moved an amendment, supported by the *Metropolitan District*, to dispense with election and fill the vacancy by appointment of the first of the non-elected candidates at the previous election. The present system, Mr. Clewer complained, was wasteful and inefficient. Last year the *Metropolitan District* had held an election to fill a casual vacancy. It had cost between £180 and £200 for a very poor return of ballot papers, and had given a lot of work.

W. G. BRAY, *Bristol Tramways*, opposing, cited the example of a small district with four N.E.C. members, all popular, to whom there was little opposition. These four would get most of the votes, and there might be only two non-elected candidates, each with very few votes. It would be wrong, in the event of one of the four members dropping out, to replace him automatically by a man for whom few members had voted. Conference agreed, rejecting the amendment.

**Indemnification of officers:** The N.E.C. proposed that members of the Council and staff should be indemnified out of the Association's funds against all expenses arising out of their work for NALGO. A. W. SAUNDERS, *S.W. District Committee* moved that this indemnity be extended to members of district committees, who undertook much work and gave up a lot of time for the Association.

For the N.E.C., L. H. TAYLOR opposed. The Council, he pointed out, had complete control over its own members (laughter) and its staff, but it had no control over members of district committees, which might do things of which both the Council and Conference disapproved. It would be wrong to extend the indemnity to district committee members.

Conference rejected the amendment, but on a fairly narrow vote of 556 to 467, whereupon E. L. RILEY, *N.E.C.*, suggested that, in view of the weight of support given to it, the Council should be asked to examine the position of members of district committees without any commitment. This was agreed.

**Delegates also carried, without discussion, a Birmingham amendment fixing the basis of branch representation at Conference at one delegate for up to 200 members, two for 201–500 members; three for 501–1,000; four for 1,001–1,500; five for 1,501–2,000; six for over 2,000, plus one for each complete 500 members over two thousand, with two delegates for each district committee and one for each sectional and professional society.**

This completed consideration of the draft rules, which, as amended, were unanimously approved. There remained six amendments to Standing Orders for Conference procedure, but these were all withdrawn on an undertaking from Mr. Riley that the N.E.C. would submit next year a revised scheme incorporating proposals to give wider powers to the agenda committee and strengthen it by including some representatives of delegates.

## Watson Strother inducted as new President

AT ONE TIME, the induction of the incoming President was a rather casual business, rushed through in the final moments of an exhausted Conference. But since 1949, when it was agreed to end all discussion at four p.m. on the last day and allow a full hour for the ceremony, it has tended to become a ritualistic and highly emotional climax, a kind of NALGO Coronation expressing not only the respect and affection of delegates for the past and future holders of Presidential office, but charged also with still deeper feelings of pride and unity in the wider fellowship of the Association.

This year's induction was no exception to that rule and though, happily, less harrowingly emotional than some previous occasions, was performed with simple and moving dignity.

### Long service for NALGO

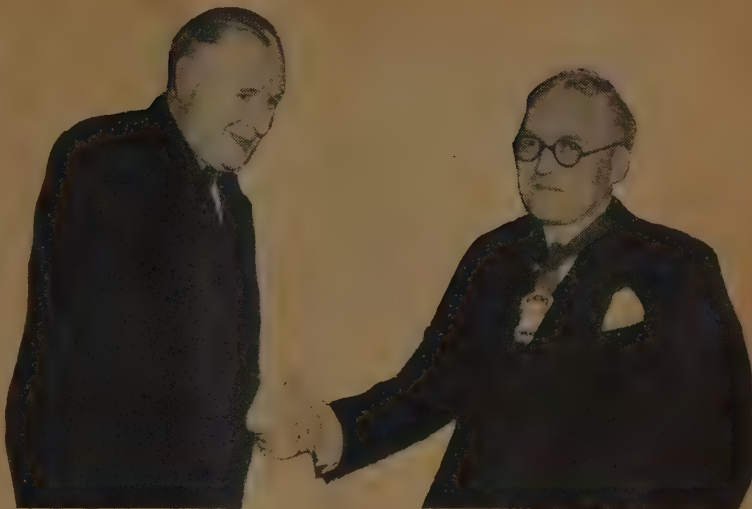
Prolonged cheers greeted the retiring President, LEWIS BEVAN, as he rose to introduce his successor, WATSON STROTHER, to delegates. Mr. Strother he said, was a Northerner, born at South Shields just fifty years ago. After training as a surveyor and civil engineer—he was awarded the Home Office certificate of a mine surveyor at the early age of 18—he joined the local government service in 1924, as a temporary engineering assistant at Bethnal Green. But that "temporary" appointment had proved permanent, Bethnal Green had retained him, and he was now its engineer and surveyor.

In NALGO, Mr. Strother's service had been equally long and distinguished. He joined the Association as soon as he entered the service, within a year had been elected to the executive of his branch, and had since served it as chairman and president and as chairman of the staff side of the local joint committee. He had been a member of the Metropolitan District Committee since 1928, was for three years its vice-president and for two years its chairman.

### An all-round sportsman

Elected to the National Executive in 1941, he had played a leading part in its work ever since, notably as vice-chairman of its general purposes and establishment committee from 1948 to 1951, and as chairman of the Building Society management committee since 1948. He was also one of the NALGO representatives on the Joint Negotiating Committee for chief and other officers of local authorities.

On top of his official and NALGO work, the President concluded, Mr. Strother was a keen all-round sportsman who had distinguished himself in yachting, rowing, rugby football, cross-country running, tennis, cricket, road walking, swimming, and golf. And he enjoyed the distinction of being a Freeman of Berwick-upon-Tweed.



*The Past President congratulates his successor after investing him with the badge of office.*

Then, amid loud and prolonged cheering, Mr. Bevan removed his badge of office and placed it on the shoulders of his successor, saying: "I induct you into the Presidency of our great Association, I congratulate you upon your election, and I wish you the best of everything in the coming year."

### Pledge to members

Acknowledging the storm of applause which greeted him, the new President said that his election was the greatest honour he had ever experienced. He felt a conflict of emotions—pride in the fact that members had seen fit to choose him for such an exalted position; humility when he compared his shortcomings with the standards NALGO expected of its President and the responsibilities it placed upon him; and gratitude to all who had helped him on his way. Most of all, however, he felt determination, in spite of his shortcomings and the difficulty of emulating such predecessors as Messrs. Bevan, Riley, Young, Harrold and Newman, to give his best, and to serve the Association to the limit of his powers. He believed that the President should always be available to members, and the servant rather than the master of those over whom he presided. He would do his utmost to justify their confidence.

The new President then moved a vote of thanks to Mr. Bevan for his devoted services to the Association throughout his Presidency and for his able and impartial conduct in the chair during Conference week. Throughout his Presidential year, said Mr. Strother, and particularly during Conference, Mr. Bevan had displayed those qualities of friendship, good humour, and tolerance which had won him the esteem of his many friends. He had

grown in stature, but he had stubbornly refused to grow in self-importance.

As many knew, he had suffered several severe illnesses during his year of office, and had postponed hospital treatment so that he might carry out the pledge he made to Conference a year before. He had visited many districts, branches and NALGO schools throughout the year, ending with a strenuous tour of the Scottish District. "He has been a worthy President," Mr. Strother concluded. "In taking leave of him we want him to understand how greatly indebted we are to him and in what feelings of warm regard we hold him."

### "A thrilling year"

Conference responded with a full-throated singing of "For he's a jolly good fellow" and prolonged cheering. When this had at last subsided, Mr. Bevan, thanking delegates, told them that both he and his wife had had a thrilling year. For his part, he wished to thank Conference for the way in which it had lightened his task during the week, to thank the General Secretary and Headquarters and district staff for the help they had given him, and to thank his wife for the way in which she had looked after him during the year.

There remained only the customary votes of thanks to the Mayor and Corporation of Margate, the Vicar of the Parish of Margate, the local conference committee, and the staff of the Association, to which J. H. WARREN, the general secretary, and N. H. PARFITT, secretary of the local Conference committee replied. Then, to the traditional singing of "Auld Lang Syne," NALGO's thirty-fifth Annual Conference came to its end.



# CONFERENCE MEETINGS

One of the most valued features of recent Conferences has been the separate meetings held on the first day to discuss matters of special interest to members in the nationalised services. On this and the following pages, we report the highlights of these meetings and of the meetings of branch education secretaries, and public relations officers.

## HEALTH

### Record year of agreements: NALGO "determined to get pay increase"

NO OTHER Whitley machine has produced so many agreements in one year as did the Health Service functional councils last year; G. W. PHILLIPS, national organising officer, told the meeting of health staffs. He drew attention to the following points:

**Administrative and Clerical Council:** Difficulties of interpretation had arisen on A.C. Circular 17, and A.C. 20 had been issued to meet them.

"I have heard a great deal about that circular," he said, "and most has not been in praise of it! As a result of some further negotiations, another circular will be issued shortly, which will, I think, remove most of the grounds for criticism" (cheers).

The effect would be that officers entering the service between May 1, 1951, and the date of implementation of A.C. Circular 17, and certain officers affected by A.C. Circular 21, who had previously been protected under the terms of A.C. Circular 12(a), would have their troubles removed from May 1, 1952—not from May 1, 1951.

There now remained only one or two outstanding grades—such as domestic superintendents—and they would be dealt with in the next few weeks.

**Professional and Technical "A" Council:** A review of all grades covered by this Council had been completed and attention had now been turned to service conditions. When these had been settled—which would be very soon—a circular would be issued incorporating a new set of salary scales for all medical auxiliaries.

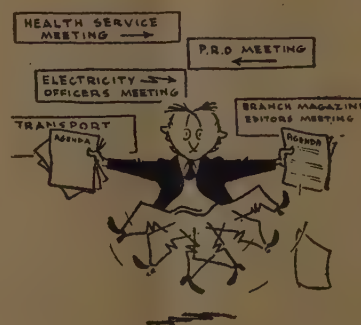
**Professional and Technical "B" Council:** The most important agreement from NALGO's point of view had been that for all the technical staffs employed in the engineering and architectural departments of Regional Hospital Boards. Compared with other salary scales agreed in the health service, it was "extremely satisfactory" (hear, hear!). NALGO had a large representation on the negotiating committee and had almost entirely handled the negotiations.

**Nurses and Midwives Council:** The salaries of almost every professional grade in the nursing service had been covered: it was hoped to reach agreement soon on salaries for staff in day and residential

nurseries. The auxiliary grades, whose salaries had not been reviewed since 1948, had still to be dealt with.

**General Council:** The three "burning issues" had been appeals machinery for disciplinary cases, redundancy, and the working of the Whitley machine.

"We have consistently put forward the NALGO point of view," said Mr. Phillips, "that a person dealt with on serious disciplinary grounds should have a right of appeal beyond his immediate employing authority. So far it had not been possible to convince either the management side or successive Ministers of Health on this point, but a previous Minister had laid down



rules of procedure to be followed by employing authorities in dealing with disciplinary cases, and the document gave Regional Hospital Boards implicit power to consider whether it was necessary for them to hear an appeal by an individual.

### Problem of redundancy

On redundancy, Mr. Phillips said: "There are times when, to do the best for our members, we must act with discretion and circumspection, and I ask you today not to press us too hard about what we are doing, what we propose to do, and how we propose to do it... Several avenues of approach are being considered."

NALGO's representatives had "pressed, urged, and pleaded" for something to be done to speed up the Whitley procedure, but had been met with the difficulties that are inherent in a machine which depends for its operation on the work of people who give their services voluntarily. They

were, he thought, right to criticise, but they should be equally careful not to weaken the machine by unguarded and exaggerated criticism.

"Think of the situation before there was Whitley machinery," he bade them. "Did you get results as quickly as you get them through Whitleyism? Did you get results that were as satisfactory? I am sure that your answer must be that, defective as is the machine, we must retain it and not do anything that would destroy it" (hear, hear!).

Concluding, Mr. Phillips hoped that one of the early successes of the coming year would be the immediate granting of a 10 per cent all-round increase to meet the ever-rising cost of living (hear, hear!). "The NALGO representatives on the Council are determined that there shall be an increase in salaries—and we shall not be satisfied until we get it" (cheers).

F. MILLS, *Bury and Rossendale Health Services*, asked for information about an increase for transferred officers. Mr Phillips replied that, despite the unfavourable award by the Industrial Court in respect of these officers, the management side of the Administrative and Clerical Council had been asked to consider a claim for a £50 cost-of-living increase. This had been turned down, and the staff side would now consider what further action to take.

### Position of storekeeper clerks

Mr. Mills also expressed concern that, as a result of the recent award, most storekeeper clerks in the hospital services were now to be put in the ancillary grades and lose their right to membership of NALGO. Mr. Phillips agreed that some would be so affected, but it was not a bad award, and, although some people would have to have protected salaries and conditions, nobody would be worse off, and many would be better off. He urged branches to investigate cases of grading in the ancillary scales with a view to instituting appeals where necessary.

J. B. PARRY, *South Western District Committee*, told the meeting that NALGO had been asked to consider how it might continue to protect these officers whichever negotiating council they were under.

G. F. FINCH, *Birmingham Municipal Officers' Guild*, said that staff engaged since May 1, 1951, would be disappointed that they were to receive a lower rate of pay for their first few months of service than they would receive from May 1, 1952. Mr. Phillips replied that A.C. Circular 20 had been drawn up on a sound logical basis, and although, on the face of it, officers concerned had lost for a year something which they might have had if the agreement had been reached a year earlier, they had not really lost anything: they would gain the assimilation increase, together with any increment that might have accrued, as from May 1, 1952.

H. C. CRABTREE, *Sheffield Health Services*, asked what progress had been made on grants for post-entry training. Mr. Phillips replied that the staff side had agreed on a policy based on NALGO's proposals, but the management side had to be educated on the value of professional

qualifications for administrative staffs in the health service.

R. MORGAN, *Dartford and District Hospital and Health Services*, asked what was NALGO's policy on redundant staff, and who had decided it. The situation was most serious and the Association was not taking it seriously enough. A. W. G. MCNUTT, *Middlesex Executive Council*, said the evil was spreading to Executive Councils and the wrong yardstick was being applied. Although the populations of Middlesex and Lancashire were much the same, Middlesex, with its much larger floating population, probably required double the staff. W. C. HARRIS, *Temple Grove*, asked what would be done about redundancy in the Dental Estimates Board. J. T. SAVILLE, *Leeds Regional Hospitals Board*, drew attention to the insidious effect of redundancy on members who were being downgraded: they were reluctant to appeal for fear they would be the victims of any redundancy which might come along. J. C. CHILDS, *South West Essex Health Services*, challenged the competence of the visiting teams, to which Mr. Parry, himself a member of a visiting team, replied that he had been briefed to report on what was considered to be an

appropriate establishment, not to go round and declare jobs redundant and downgrade.

To these various points, Mr. Phillips replied that the whole question of redundancy was regarded as one of primary importance, and action was being taken. Staff of the Dental Estimates Board and Executive Councils were covered by the same rules as applied in hospitals for representations to employing authorities. As to the alleged effect of redundancy upon appeals, the rules on redundancy showed that the issue of grading was not mixed up with it at all. If the people who were dissatisfied with their grading were reluctant to take action, branches should try to influence them.

H. H. GOLDSMITH, *North Region Health Services*, said that architects in Scotland were disappointed that they were not covered by the recent award, but Mr. Phillips said he thought that the same pattern would most likely be followed in the Scottish agreement, and assured him that the date of implementation would be the same.

LEWIS BEVAN, who was prevented by his heavy Presidential duties from being in the chair, visited the meeting. A. ANDERTON, *N.E.C.*, presided.

## ELECTRICITY

### Pay claim "justified and realistic—no unnecessary delay"

L. G. MOSER, national organising officer for electricity staffs, recalled the result of last year's salary claim and events leading to the present claim. The last claim had been related to the cost-of-living index in February, 1951. By December, 1951, the index had shown a further increase of just over 10 per cent. Moreover, the index of wage rates showed that wages in the principal services and industries—which had already gone up by about 22 per cent between 1945 and February, 1951—had risen by another 8.6 per cent between then and December.

"When, therefore, we presented a claim for a further 10 per cent increase in March, 1952, we were surely entitled to hope for a favourable reception," said Mr. Moser.

The Boards' members, however, having emphasised the effect of wages and salary increases on industry generally, and on the electricity supply industry in particular, had appealed to the staff side not to press their claim.

#### "Urgent matter for members"

"This," he continued, "we could not agree to do. . . . We told them that we were not starting a new cycle of claims, but were merely seeking to prevent salaries in the industry from falling further behind those in comparable services in which increases have been given this year. . . . We have agreed to the Boards' request to adjourn consideration for a month—as indeed have the National Joint Board and National Joint Industrial Council. But we are still convinced that the claim is both justified and realistic. Moreover, we know that to our members it is an urgent matter. There must be no unnecessary delay" (cheers).

Despite pressure throughout the year,

the Boards' members had refused to extend payment for overtime above the general, clerical, and associated scales. The staff side had now asked for provision for time off in lieu of unpaid overtime on the lines of the N.J.B. agreement.

#### Battles over demarcation

On the demarcation of commercial staff, he said: "We have had many strenuous battles about this. Unfortunately, the Boards are not our only opponents. The E.P.E.A.—quite naturally because it exists to further the interests of the engineers—is also ranged against us." It had now been agreed that any disputed allocation of posts between the two negotiating bodies should, in the first place, be considered by a joint committee of representatives of the District Councils and District Boards, and that differences should be referred to the co-ordinating committee between the N.J.B. and N.J.C.

"This is not only a question of the right grading for the particular posts—important though that is. Nor is it a matter affecting only our people in the Commercial Departments, whose future prospects depend so vitally on the outcome. It affects every one of our members, because it is merely part of the attempt to establish the engineer in a superior position throughout the industry.

"In a recent issue of the *Electrical Power Engineer*, the editor said: 'Many E.P.E.A. members in executive engineering positions have expressed astonishment at the exaggerated ideas which accountants, establishments officers, legal officers and others apparently hold of their relative importance in the scheme of things. We have a firm policy in this matter: not to deny the administrative staff their proper place in the industry—and to see that they

keep it.' We, too, must have a firm policy in the matter. We have every admiration for the achievements of the engineers in their own sphere. But we must make it clear that we do not accept that the proper place of the administrative staff is to carry the engineers on their backs as far as non-engineering functions are concerned."

#### Increase for managerial grades

Members in the managerial grades had been disappointed at the delay in negotiating a salary agreement. To meet the immediate position, a cost-of-living increase on existing salaries had been asked for, and it had now been informally agreed to recommend area boards to grant to people who had not already had a cost-of-living adjustment an increase of £75 or £100 on salaries below and above £1,500 respectively, to apply as from August 1, 1951.

A difficult year lay ahead, concluded Mr. Moser. Fortunately, however, NALGO was still increasing its membership in the electricity industry.

"With the full backing of our members and, above all, with the splendid service rendered by branch officers and lay representatives at every level," he said, "there is no reason why we should not be able to deal with any problems that arise."

A. J. CARR, *Liverpool and District Electricity*, drew attention to the narrowing gap between the salaries of officers in the more responsible positions and those of less senior staff. In his reply, Mr. Moser said that it was NALGO's policy to try to prevent the continuing narrowing of differentials, and the consequent removal of incentive (hear, hear!).

#### Demonstrations not helpful

F. H. NEWMAN, *North East London Electricity*, asked whether branches could help in pressing the salary claim. The manual side had staged a demonstration; they would go on strike if they did not get their rise. Mr. Moser replied that NALGO pinned its faith, quite rightly, in Whitleyism, and Whitleyism meant negotiating through negotiating bodies, and not demonstrating outside.

R. F. HENDERSON, *Liverpool and District Electricity*, thought that salaries were too much tied up with the old-fashioned structure. A grading scheme should be developed based on the size of the area, population, number of units sold, and so on. On such a basis, electricity staffs would be graded equally all over the country. Mr. Moser replied that Liverpool's suggestion had been fully considered by the National Consultative Committee, but the difficulty was that it had tried to provide for every factor except the one that should determine the salaries of administrative, clerical, and commercial people—the duties they were doing. And these varied not only between Boards, but also within the same Board.

S. E. BAMBRIDGE, *North East London Electricity*, said that it would be impracticable for graded staff to take time off in lieu of overtime payment. Mr.



Moser replied that NALGO's policy was still that overtime should be paid for, but, in view of the Boards' attitude, the staff side felt that provision should be made for time off. If difficulties arose they would have to be dealt with in the light of experience, but at least there would be some improvement on the present unsatisfactory position.

Speaking on the advisory machinery, H. W. WAYMAN, *London Electricity Southern*, said that, although they were told that it was through the advisory machinery that the efficiency of the industry could be improved, at local and

district level everything that was brought forward was unilaterally decided. Mr. Moser replied that this machinery, used in the right way, could be of great advantage to the industry and to its employees, but he felt that there were people on both sides who were paying lip service to it. It was natural that difficulties should arise in the early days, but those who believed in joint consultation must persevere in their efforts to make the machinery work satisfactory.

L. W. G. HETHERINGTON, chairman of the electricity National Consultative Committee, presided.

## GAS

### **N.J.C.'s busy year: two pay rises and overtime scheme agreed**

THE NATIONAL Joint Council had had another busy year, G. H. NEWMAN, national organising officer for gas staffs, told his group meeting. There had been two salary increases, and the second had made the scales generally comparable with, and at some ages slightly better than, salary scales in the local government and electricity services.

The black spot had been the employers' refusal to grant the increase to officers receiving protected salaries. Many officers who, because they had received extra payment for merit or responsibility, and were not, therefore, on the negotiated scales, had not been given the increase. The staff side had raised the matter at the March N.J.C. meeting, when it had been agreed that any such cases should be taken up with the area boards. This might ease the position, but the employers had still not conceded the principle that an officer on a protected salary was entitled to the cost-of-living increase.

#### **Safeguard for technical staff**

Another major agreement had been on payment for overtime. Apart from the major defect that technical staff were excluded from its provisions, the scheme represented a much improved and more reliable basis for payment of overtime than had the old bonus scheme. The employers had been adamant in excluding technical staff, contending that their job had always entailed the need for extra duty, which was recognised in the grading of technical posts. The new agreement provided for payment of technical staff working overtime in special circumstances, and the appeals machinery should be used to ensure that they were properly graded.

An improved holiday agreement had been sought, but the employers had refused to discuss any changes.

In the National Joint Standing Committee for Intermediate grades, there was an understanding that, whenever any major change occurred in the rates of pay or service conditions of either the manual workers or staff, an early meeting of the committee would be called to consider

the impact of the change on the intermediate grades. Although this meant, generally, that those grades were dealt with after the others had been settled, they were no worse off, and the last increase, agreed on January 30, had been made retrospective to December 30, 1951.

The most important activity of the new Senior Gas Officers' Joint Council had been the holding of ballots, in which officers had been asked to say whether they wished their salaries and conditions of service to be negotiated by the Council. The Council was also considering the setting up of area joint councils, payment of cost-of-living increases, and sick pay and holiday schemes.

Apart from one or two areas, much progress has been made in dealing with grading appeals.

Many joint consultative committees had been set up and, already, some useful work had been done.

"It is now up to the staff to ensure that these committees are live and vital, and to seize the opportunity they offer to make a

useful contribution to good relations and efficiency in the industry."

Concluding, Mr. Newman thanked the branch officers, and members of both national and district consultative committees and of the various Whitley councils, for their valuable services.

#### **"Must recruit more members"**

A prior task for branches this year must be the recruitment of new members. The revised agreement with the British Gas Staffs' Association had widened the scope of recruitment for both organisations, and there was a great amount of work to be done among the still large numbers of unorganised staff.

W. BRAIN, *Walsall Divisional Gas*, deplored the recent decision that an officer away on sick leave on a bank or statutory holiday was not entitled to another day in lieu, and that, under the sick pay scheme, where absence was due to some injury not attributable to his service, he was not eligible for sickness benefit. Mr. Newman explained that the first point had been conceded in view of the fairly good general conditions, and pointed out that it was unusual in most services for an allowance equal to full salary to be paid for a period of six months after only twelve months' service. On Mr. Brain's second point, the employers had said that it was their intention to operate the present scheme sympathetically. He believed they were sincere, and he had not heard of any officer being badly treated.

J. WILDING, *Manchester Gas branch*, said that a 44-hour week was being laid down for a number of posts. In reply, it was stated that the national agreement provided for a 38-hour week, unless it was a special condition of employment that longer hours should be worked. Such questions should be considered in the area councils and referred to the N.J.C. if no decision was reached.

## TRANSPORT

### **Inter-union pact should clear way for N.J.C. for company staffs**

IT WAS STANDING ROOM only at the meeting of transport representatives to hear JOHN LANCASTER, national organiser for transport staffs, review the work of the year and, in particular, efforts being made in co-operation with the Transport and General Workers' Union to gain better salaries and conditions for company passenger transport staffs.

A proposed agreement between NALGO and the Union, Mr. Lancaster told them, provided for the acceptance by each union of the principles of the T.U.C. "Bridlington Agreement" to eliminate inter-union competition, and recognition of agreed organisational rights and machinery to ensure harmonious co-operation in future.

He thought it should clear the way for

a joint approach to the employers to set up national negotiating machinery, for the staffs of company transport undertakings. In the absence of such machinery, NALGO had to negotiate with each company direct, and the attitude of some was "very difficult."

"These managements," he said, "whilst reluctantly conceding the Association's right to represent and negotiate for weekly-paid staff, are adamant that we should not even seek to represent salaried staff. We regard this position as deplorable, particularly in view of the fact that a proportion of the salaried staff is receiving less salary than some of the weekly-paid staff."

"The managements give no reasons why they are opposed to the salaried staff being represented by a trade union, being content to say that they regard it as undesirable. There has been a suggestion recently that

membership of a trade union would entail split loyalty. This I regard as not very complimentary to people who have been loyal to their undertakings for many years, sometimes to the extent of personal inconvenience and discomfort, for a salary nowhere near compatible with their duties and responsibilities. It is absurd in these days when, in other fields, scales of salaries above £1,000 a year are being freely negotiated.

"One or two managements of B.E.T. undertakings, whilst wishing to sign agreements covering salaries and conditions of service for weekly-paid staff, are asking that the agreements shall be conditional upon NALGO not seeking, at any time, to represent salaried staff. We will not be a party to any agreements containing such a condition."

#### "Faith will be rewarded"

Membership in the company transport field had remained steady, he said, but the main criticism had been lack of information about what was being done. But negotiations had been so delicate that publication of details would have been risky.

"It is difficult," he went on, "in the absence of information, for comparatively new trade unionists to maintain faith in the cause, but I ask you to accept the assurance that everything possible is being done in your interests and that, as soon as the time is opportune, information will be forthcoming."

Salary increases had been obtained for most company branches, and one or two comprehensive agreements had been signed. In Scotland, a new agreement with the management of the Scottish Group of Omnibuses, although not entirely satisfactory, represented a position that could hardly have been envisaged two years ago. In England and Wales, however, they had not met with the same success, and, he said, "our difficulties are likely to remain until national machinery is set up."

"In this quest for negotiating machinery all our efforts must be backed by a solid, enthusiastic membership, which I am sure we have. The ultimate success of our mission will more than repay the members for their support and faith."

#### New claim for waterways' staff

Earlier, Mr. Lancaster had referred to the encouraging progress made in the Docks and Inland Waterways section, where two pay increases had been granted during 1951, thus substantially narrowing the gap between inland waterways' and local government salary scales. Notwithstanding this, the salaries were still regarded as inadequate, and a new claim for an increase of 10 per cent on present scales had been submitted to the Executive. A permanent scheme of conditions of service was also being sought, to replace the present interim scheme and to incorporate better annual leave, sick pay, and subsistence allowances.

Municipal transport staffs, he reminded them, were covered by the local government National Joint Council and its transport advisory committee. The two most important questions considered

during the year had been "penalty" payments for all staff regularly working weekend duties, and an amendment to the minimum of Grade I of inspectors' scales. The case for "penalty" payments had been presented to the employers but had had an unsympathetic reception. As soon as the claim for the general 10 per cent increase had been settled, however, their position would be considered again.

G. HEYWOOD, Leeds, supported by delegates from Birmingham and Sheffield, deplored the shelving of the "penalty" payments for inspectors until the general claim had been settled.

J. HAMILTON, local government service conditions officer, explained that the question was not confined to transport

staffs: library staffs, for example, also had to work on Saturday afternoons. The employers had rejected the idea of penalty payments, and the real question was, "Is the starting figure of a transport inspector different enough from the driver's top rate to compensate for his greater responsibilities?" In considering this, the question of cost of living cropped up and, since that affected all local government officers, it was better that that major problem should be dealt with first.

MISS F. E. FOLE, who was in the chair, thought it better to improve the salary scales than merely to secure penalty payments, and negotiations should be based on that.

## PUBLIC RELATIONS

### *New arrangements to tell members more about Association's work*

THE NEED FOR NALGO to tell its members more about what it was doing dominated the meeting of branch public relations officers and delegates interested in public relations work. STEPHEN DUNCAN, vice-chairman of the N.E.C.'s public relations committee, presided.

When the public relations policy was launched before the war, its task was relatively straightforward, N. W. BINGHAM, the committee's chairman, explained in an opening address. It was to tell the public who the local government officer was and what he did. That was essential to the Association's trade union policy. The local government officer was a public servant and, therefore, he could not expect to get the pay and conditions to which the quality of his work entitled him unless the public understood what that work was and recognised its value.

#### Value of pioneer work

The Association had made good progress in developing that policy. It built up a big and efficient public relations machine at Headquarters and in branches and districts. It arranged or inspired press publicity, film shows, exhibitions, lessons in schools, and many other activities to tell the citizen about the service and those who worked in it. It persuaded many local authorities to do the same thing, and helped to persuade the Government to empower them to spend money on public relations. The value of that pioneer work was shown during the 1950 salaries campaign when, in striking contrast to the experience of 1931, when salary cuts were imposed, the Association's claim met with much public sympathy and virtually none of the opposition which had been expected.

But, since 1946, the problem had become more complex. Local negotiation between branch and employer on the

member's doorstep had been replaced by national negotiation in a complicated system of negotiating bodies, far away from the member and difficult for him to understand. And NALGO had extended its range far beyond local government into five other separate services, and had recruited 100,000 new members, many with no previous experience of trade unionism and little understanding of the Association's aims, methods, and philosophy.

#### Problem of communication

Those developments had created an acute problem of internal communication. The Association had to win and retain the interest and support of its members. That involved explaining this complex machine in a simple and interesting way, so that members would know and understand what it was trying to do and see their own place and part in it. Failure to do that would mean that the Association's leaders would be working in a vacuum—a brain without a body to sustain it.

It was because this need was realised that, in 1948, the policy was expanded to include, and give priority to, "internal public relations," or better communication between the Association and its members. But there were still difficulties. Most of the information members wanted was about negotiations with the various groups of employers—often delicate and liable to be prejudiced by premature or over-enthusiastic publicity. And, even when publicity would not be harmful, the negotiators were so busy doing the job that they could not stop every five minutes to explain what they were doing and why. The public relations people, on the other hand, had no part in the negotiations, and therefore did not know what to tell. They were thus in the curious situation of having negotiators with information but no time to give it, and public relations people skilled in giving



information but no information to give.

The N.E.C. had given a lot of thought to the problem, and was trying to overcome these difficulties. The service conditions committee was beginning to realise, he thought, that it was not enough to "do good by stealth and blush to find it fame." It had therefore agreed, with the approval of the public relations committee and the N.E.C., to take this problem of internal relations under its own wing and appoint a special sub-committee whose sole task would be to improve the service of information to members. That sub-committee would be served by the public relations department, so that district and branch P.R.O.s would be dealing with the same people. This new arrangement would leave the public relations committee free to concentrate on its original job of public relations for the service, which had been neglected over the past two or three years. It would not affect the public relations arrangements in districts and branches, which should try to intensify their activities in every field.

#### "Negotiators last to tell"

The discussion which followed showed delegates united on the need for better information for members, but uncertain whether the new arrangements proposed by the N.E.C. would secure it. D. W. JOHNSON, *Barnsley*, voiced this uncertainty when he declared that the complexity of national negotiations made it impossible for the negotiators to keep in touch with members' opinions and to understand their need for information.

T. E. SMITH, *Birmingham*, agreed, arguing that another committee would make things worse, not better. Negotiations were like "The Thirty-nine Steps." At present, the N.E.C. told members about the first step and the last—but they wanted to hear about the 37 in between.

A *Wolverhampton* delegate considered that the service conditions people had "nobbled" public relations and MERVYN MILES, *Coventry*, agreed, suggesting that negotiators were always the last people to agree to give the information members wanted.

A *Bucks* delegate feared that the only result of the new arrangement would be that members would get the information forty days late, instead of four days late, as now. Other trade unions gave information more speedily.

On the other side, K. C. BROWN, *West Sussex*, and P. PAXTON, *Nottingham*, suggested that the machinery was a matter for the N.E.C. and all that concerned members was the product it turned out. The new arrangements must be judged by results, said Mr. Paxton. The member wanted all the information he could get—and so long as he got it he did not care who sent it out.

"Exactly," responded W. P. GILLIGAN, a member of the N.E.C. public relations committee. "This new arrange-

ment is an experiment, put forward for administrative convenience. We hope it will work—but if it does not, the N.E.C. will have to find another way." J. N. FOY, *Leeds*, suggested that the supply of information had improved lately.

#### "More news more promptly" the aim

G. R. ASHTON, vice-chairman of the N.E.C. service conditions committee, assured delegates that he, personally, was convinced of the need for a big improvement in the system of communication between the N.E.C. and members. The aim—though he confessed that some of his service conditions colleagues might regard this as heresy—should be to give members more news of negotiations more promptly. The natural tendency of the service conditions man was to say nothing at all; then, if he failed, nobody would know (*laughter*). But, under the new arrangement, the N.E.C. was trying to reach the happy mean of telling members as much as it could without embarrassing negotiations. Whilst the composition of the new sub-committee had not been decided, his own idea, said Mr. Ashton, was that it should include the chairman of the service conditions committee and

## EDUCATION

### *Equal training facilities for all services now the aim*

A. E. ODELL, chairman of the national education committee, told the packed meeting of education secretaries that one important feature of the year's work had been the endeavour to make available to members in the nationalised services the same opportunities and facilities for qualification as had been enjoyed in local government for some years. Although it would not be possible to get the policy applied immediately, NALGO wanted to get the principle established for all. "We want a qualified service," he said, "and that does not mean passing examinations only, but also securing a thorough training."

In local government, having looked at the examination papers set by the Local Government Examinations Board, he felt that one of NALGO's oldest aims had been achieved, and a serious endeavour had been made to assess the qualities of an administrative officer on the same lines as professional examinations. The financial assistance scheme that had been established provided what NALGO had fought for for many years, and, properly applied, would be of great value to members.

The high standard of the Administrative examination, and its particular approach to public administration problems, made the provision of adequate oral tuition outside the universities difficult. Therefore, NALGO had amended its scholarships scheme to

the chairman of each of the new service conditions sub-committees to be established for each service group, with the public relations department putting out the information it agreed to release.

Winding up the debate, Mr. Bingham suggested that another advantage of the new arrangement was that it would enable the public relations committee to give more time to the job of publicising the work of the services and their officers, which had suffered while it was concentrating on internal relations. Had it done more about that in the past, the salaries campaign would never have been needed: "we must develop our long-term public relations to such a point that we do not have to resort to short-term stunting." In general, he claimed, NALGO had given more thought to internal relations than had any other union, and had given more information to its members. But it would be dangerous to publish every detail of negotiations whilst they were in progress. "It is so tricky," he concluded, "that you must leave it to the negotiators to decide what can safely be said and what should be kept quiet for the time being."

provide a residential training course, the main purpose of which would be to assist those who were preparing for the Final Administrative examination. The first course would be held next January.

The position of the D.P.A. and the secretarial examinations in relation to the Administrative examination was being carefully considered, and it was hoped to arrange for recognition of these examinations in the light of the aim to provide an administrative examination of a suitable standard.

The committee had been encouraged by the numbers entering for examinations, though it was not, he said, NALGO's policy to "flog examinations." It was the study and training needed to pass them that fitted a man for his work. He thought, therefore, it was a mistake to refer to examination "bars" for promotion: a more correct term would be examination "aids."

In the discussion which followed, A. ROBINSON, *Durham County*, reminded the meeting that, in 1948, education welfare officers had been given an interim grading under the Charter with a promise of review when a diploma course had been set up for them. This had not yet been done, and they were still waiting for their final grading. A. E. NORTROP, vice-chairman of the education committee, replied that their position had not been lost sight of, but nobody had been prepared to agree that

a specialist examination was necessary. It was thought that there was scope for them to qualify within the syllabuses of the L.G.E.B. examinations. When that question had been settled, it would be possible to deal with their grading.

H. SLATER, secretary of the L.G.E.B., said that he sympathised with the education welfare officers, but it was a difficult problem. The creation of a specialist examination for this group, would set a precedent and, instead of one administrative examination applicable to all, there would be a series of highly specialised examinations. A further complication was the considerable divergence of grading throughout the country: many E.W.O.s were graded in the Miscellaneous Scheme, and were not, therefore, subject to the Charter education provisions: others were in the A.P.T. grades. An investigation was being made, however, into the duties of this group, as a result of which changes would be made, and every effort would be made to see that their needs were met.

H. A. JONES, Liverpool, asked whether an examination for the Miscellaneous grades had been considered. Mr. Nortrop replied it was NALGO's policy to try to obtain for these officers conditions similar to those for administrative, professional, technical and clerical staffs.

### Future of D.P.A.

Replying to further questions, Mr. Slater said that a D.P.A. obtained by a local government officer before September 30, 1955, would be recognised for all time for promotion up to the maximum of A.P.T. IV; and for promotion beyond that stage if an officer had five years' administrative experience as well. Administrative experience was difficult to define; and the decision must largely be left to the employing authority. He would personally define it as experience gained in the early A.P.T. grades. The serious problem was, what was going to happen to the D.P.A. after 1955? They were trying to get the universities to adopt a uniform standard, and he hoped that early next year it would be possible to recognise the D.P.A. for promotion right through the A.P.T. grades without the experience condition.

### Correspondence Institute progress

There followed a long and comprehensive review of the working of the NALGO Correspondence Institute by K. S. CARTER, the Association's education officer. It was the aim of the Institute, he said, to operate on a self-supporting basis: in all but two of the past 25 years, however, it had had to be subsidised from the general fund. In 1949 it had received £2,800; in 1950, £2,100; last year, the subsidy had been reduced to £1,250. Despite the higher fees, enrolments had increased steadily and, in 1951, numbered 1,350 compared with 900 in 1949.

NALGO felt that it had special responsibility to its students since it was a party to the Charter which incorporated the principle of promotion by examination. It realised that the junior officer must have efficient tuition to succeed, and the one way the Association could be satisfied that that was available was to provide it itself. It was with this in mind that the education committee had urged, in 1949, the reorganisation of the N.C.I.

This reorganisation was now almost complete, and, said Mr. Carter, "with a tutorial and advisory panel second to

### CLERICAL DIVISION EXAMINATION

The next Clerical Division Examination will be held on December 1st and 2nd, 1952.

*Applications to sit, which must be made on the prescribed form obtainable from the address below, must be received by the Secretary not later than September 1st, 1952.*

Copies of the Regulations and Syllabus may be obtained from the Secretary, price 6d. post free.

### LOCAL GOVERNMENT EXAMINATIONS BOARD,

37, Upper Grosvenor Street, London, W.1.

none, any of the new courses will stand examination against the test of the committee's intention that they should be the best of their kind." It had taken time to produce the new study material, but the Institute's policy not to issue a course until it was satisfied that it was as good as it could be had been vindicated with the results of the 1950 Promotion examination, when nearly one-third of the successful candidates had been NALGO students and their percentage pass was 76 compared with 48 for all others.

### Outstanding results

Mr. Carter then detailed the many changes that had been made, with the result that, by next September, the N.C.I. would be able to accept many more students.

The results the N.C.I. was getting were the strongest argument in its favour—for example, 71 per cent (570 out of 800) of N.C.I. students had passed the L.G.E.B. examinations to date, compared with 55 per cent of candidates with other tuition. Anything that secretaries could do to gain for the Institute the support it deserved would benefit not only the students, but, in the wider view, every NALGO member.

T. E. SMITH, Birmingham, congratulated Mr. Carter on his talk, which had proved that the N.C.I. was more than holding its own with other similar bodies. It was obvious from the lack of criticism that the work being done to improve the Institute was appreciated, and he, for one, was going back to his branch to give as much publicity to the N.C.I. as he could.

## ANCILLARIES' MEETINGS

THE PROGRESS made during the year by the NALGO ancillaries was reported at the annual general meetings held at Margate on June 10, 11 and 12. The chairmen were: W. STROTHER, Building Society; SAM LORD, Logomia; T. NOLAN, Provident Society.

### Building Society

The investment drive initiated by the Society during the year was successful. As a result, lending policy was improved, and, during the first part of the year, advances of £635,000 had been authorised to over 1,200 members, £600,000 of which was for new advances. The mortgage interest rate remained as the lowest obtainable from any building society in the country. The combination of the first-class lending policy and the excellent investment facilities had resulted in the Society's expansion, which Mr. Strother hoped would be maintained.

### Logomia

Although administrative charges had been increased during the year, surpluses permitted substantial additions to reserves. Funds were increased by £103,337, the largest increase ever in Logomia, making a total of £1,389,712. Net premiums for the year increased by £8,916 to £181,863, and premium rates were reduced in January by 2s. per cent in most of the non-profit life tables. In conjunction with the NALGO Building Society, Logomia had introduced the new "Home Safeguard Scheme," which gave protection similar to the "Hedge your Mortgage" assurance, but specifically liquidated the outstanding mortgage on the death of the assured. Net premium income on fire, burglary, and employers' liability accounts amounted to £37,545 compared with £35,790, and 3,862 new fire, householders', and vehicles' policies were issued.

### Provident Society

Sickness Scheme claims totalled £28,363, excluding convalescent benefit—an increase of over £3,000 compared with 1950. There was a reduction in contributions from £44,649 to £42,583, and no additional burden on the scheme could be recommended. There were 357 fewer new entrants under all tables in 1951 than in the previous year, mainly because of increased costs of living; the pay conditions for officers during sickness for a specified period; and the fact that doctors' fees need not be incurred. "Nevertheless," said Mr. Nolan, "with the highest rate of contributions at only 9s. 3d. a month, providing three guineas weekly sickness benefit, the insurance is well worth obtaining." Benefits under the hospital and nursing home scheme were £5,039 compared with £5,775 in 1950, but there was a fall in income of £799.





THE RESULT of the election of the National Executive Council for 1952-53 is as follows. New members, whose photographs are below, are starred.

#### Eastern

- A. E. NORTROP, deputy borough education officer, Luton, 6,218.  
 G. H. BLOOD, district senior clerk, Eastern Electricity Board, 4,360.  
 H. BEWES, senior mains clerk, Eastern Electricity Board, 3,164.  
 ★R. S. GRAY, administrative assistant, Norwich, 2,949. Member of branch executive; branch secretary; member eastern district committee, district executive, and provincial council.

#### East Midland

- MISS F. E. POLE, welfare and canteen superintendent, transport department, Leicester, 5,349.  
 G. T. BELTON, rating and valuation officer and deputy clerk, Basford, 5,295.  
 R. EVANS, clerk to the council, Blackwell, 4,741.  
 J. PEPPER, establishment officer, East Midlands Electricity Board, 3,445.

#### Metropolitan

- A. E. ODELL, deputy town clerk, Poplar, 12,008.  
 L. W. G. HETHERINGTON, section head, London Electricity Board, 10,048.  
 J. E. MCCANN, senior assistant, London County Council, 9,291.  
 J. W. EDMUNDS, executive officer, Port of London Authority, 9,166.  
 P. W. ENGLISH, deputy chief sanitary inspector, Ilford, 8,690.  
 T. D. BRADFORD, chief cashier, Hampstead, 8,543.  
 A. E. KAY, administrative assistant, Essex, 8,238.  
 L. G. LAMBE, accounts assistant, Croydon, 7,992.  
 W. STROTHER, borough engineer and surveyor, Bethnal Green, 7,943.  
 R. B. WEBB, establishment officer, Westminster, 7,534.  
 L. G. SIRETT, senior accountancy assistant, Hendon, 7,018.

#### North Eastern

- F. BAINBRIDGE, committee clerk, Durham, 5,518.  
 J. Y. FAWCETT, cashier, South Shields, 5,044.  
 A. GALLON, chief clerk, engineer's department, Newcastle-on-Tyne, 4,168.  
 O. BAXTER, chief clerk, education department, Middlesbrough, 3,481.

#### North Western and North Wales

- E. L. RILEY, establishment officer, Liverpool, 14,253.  
 J. P. PHOENIX, information officer, Liverpool, 13,797.  
 H. MATHER, assistant accountant, water department, Manchester, 13,248.

- MISS M. TOWNSON, assistant-in-charge, welfare and records, transport department, Liverpool, 13,013.  
 S. DUNCAN, publicity officer, Lancashire, 12,376.  
 A. E. FITTON, district sanitary officer, Blackpool, 12,338.  
 L. H. TAYLOR, chief administrative assistant, town clerk's department, Salford, 11,280.  
 H. RUSSELL, district service manager North Western Gas Board, 10,914.  
 N. HURD, rating officer, Manchester, 10,379.  
 W. ROWLANDS, treasurer, Rhyl, 7,173.

#### HONORARY OFFICERS

The following were elected honorary officers:

President: W. STROTHER.

Vice-presidents: T. NOLAN and L. H. TAYLOR.

Immediate past-president: L. BEVAN.

Trustees: J. PEPPER, W. ROWLANDS, and H. RUSSELL.

Hon. Treasurer: J. RUSCOE.

Hon. Solicitors: P. H. HARROLD (England); J. C. RENNIE (Scotland); and J. G. ILES (Wales).

#### Scottish

- D. GALBRAITH, chief cashier, Paisley, 5,977.  
 MISS H. M. MONAGHAN, burgh assessor and registration officer, Clydebank, 5,720.  
 ★T. SPENCE, chief assistant, rating department, Dunbarton, 5,399. Member of branch executive; past president and chairman of branch executive; member of district committee; member of staffs' side of S.J.I.C.; member of N.E.C. 1943-45.  
 N. MCLEAN, clerk, city chamberlain's department, Glasgow, 5,321.  
 J. PENNY, assessor, surveyor of rating and registration officer, Dundee, 4,508.

#### Southern

- W. F. APPLETON, chief sanitary inspector, Portsmouth, 5,157.

- V. A. BAY, research officer, town planning, Oxford, 4,323.  
 L. R. JENKINS, chief costs assistant, surveyor's department, Bucks, 3,476.  
 F. H. JUPE, chief clerk, education department, Hants, 3,231.

#### South Eastern

- N. W. BINGHAM, chief clerk, children's department, Kent, 7,840.  
 A. J. PACKER, assistant divisional education officer, Kent, 5,914.  
 A. A. DUMBRELL, chief cashier, East Sussex, 4,810.  
 W. J. WYNN, principal assistant architect, Surrey, 2,839.

#### South Wales and Monmouthshire

- W. J. HARRIS, administrative officer, health department, Glamorgan, 6,072.  
 R. G. TROLLOPE, chief clerk, park department, Swansea, 5,589.  
 H. W. JOHN, establishment officer, British Electricity Authority, 4,926.

#### South Western

- G. R. ASHTON, clerk and chief financial officer, Keynsham, 6,314.  
 C. J. NEWMAN, O.B.E., town clerk, Exeter, 5,424.  
 W. P. GILLIGAN, chief staffing and statistical assistant, treasurer's department, Devon, 5,304.  
 W. W. YEATES, deputy city librarian, Plymouth, 4,539.

#### Yorkshire

- E. C. R. CHINN, salaries officer, Huddersfield, 9,179.  
 F. C. CORBISHLEY, chief clerk, treasurer's department, York, 7,611.  
 A. SMITH, chief administrative officer, treasurer's department, Sheffield, 5,877.  
 G. B. CREDLAND, income clerk, Sheffield, 5,845.  
 ★MISS D. HUMPHREYS, non-medical supervisor of midwives, Leeds, 5,263. Member of branch executive; assistant branch secretary; member of district committee and executive; member of provincial council; and representative on Nurses and Midwives Functional Council.  
 MISS A. GUEST, borough librarian, Barnsley, 4,960.  
 A. BATLEY, assistant administrative officer, public health dept., Leeds, 4,879.

#### West Midland

- C. A. SMALLMAN, senior welfare officer, Birmingham, 7,123.  
 H. N. SCHRADER, chief welfare officer, Wolverhampton, 6,354.  
 MISS M. W. CURTIN, matron, Moxley Hospital, West Bromwich H.M.C., 6,257.  
 H. R. JONES, senior accountancy assistant, Wolverhampton, 6,245.  
 C. B. EVANS, chief clerk, estates department, Birmingham, 5,668.  
 A. ANDERTON, finance officer, Walsall H.M.C., 5,189.



Newly elected members of the Council (L to R): T. Spence (Scotland); Miss D. Humphreys (Yorkshire); and R. S. Gray (Eastern).

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1948 ALLARD 4-some drophead coupe, black/blue leather, one owner £595  
1950 ALLARD saloon, registered Jan., 9,000 miles, radio and heater .....£835  
1950 MORRIS Minor coupe, maroon fawn, complete overhaul last week £595  
1950 MORRIS Minor saloon, green fawn, one owner only, 16,000 miles £675  
1946 MORRIS 8 4-door saloon, total mileage 24,000, recon. engine...£445  
1943 MORRIS 8 saloon, one owner since new, immaculate little car...£545  
1946 MORRIS 10 saloon, just resprayed beige, in impeccable order...£495  
1948 MORRIS 10 saloon, dark green, heater and Regency loose covers £595  
1949 MORRIS Oxford saloon, black, all extras, Works maintained...£745  
1950 MORRIS Oxford saloon, appearance indistinguishable from new £865  
1947 MORRIS 8 saloon, original black finish and spotless leather.....£495  
1943 MORRIS 8 4-door saloon, attractive dark green/brown leather £565  
1949 MORRIS Six saloon, lately owned local Bank Manager, flawless £775  
1949 MORRIS Six saloon, late registration, H.M.V. radio, all extras...£845  
1948 M.G. 1½ litre sports saloon, in duo green with fawn interior...£685  
1950 M.G. 1½ litre sports saloon, 7,000 miles, looks even less.....£865  
1949 TRIUMPH 2000 Roadster, satin bronze, engine recently decoked £745  
1950 TRIUMPH 2000 Renown saloon, very late registration, as new £1045  
1947 TRIUMPH 1800 Roadster, Feb. registration, new engine 1951...£645  
1946 ARMSTRONG SIDDELEY Hurricane d/head coupe, dark blue,  
new hood.....£595  
1948 ARMSTRONG SIDDELEY Lancaster 4-door saloon, H.M.V.  
radio/heat.....£795  
1950 ARMSTRONG SIDDELEY Hurricane d/head coupe; the new  
18 h.p. engine...£995  
1950 ARMSTRONG SIDDELEY 18 h.p. Whitley 4-door saloon,  
latest type...£1195  
1949 FORD Pilot saloon, de-luxe model, built-in radio and heater...£695  
1950 FORD Pilot saloon, also de-luxe model, chauffeur maintained...£765  
1946 HILLMAN Minx 4-some d/head coupe, fitted new hood and tyres £515  
1948 HILLMAN Minx Phase II drophead coupe, steering column gears £595  
1946 SUNBEAM TALBOT 10 in grey, reconditioned engine, 3,000  
miles...£595  
1947 SUNBEAM TALBOT 10 d/head 4-some coupe, bronze, many  
extras...£675  
1950 SUNBEAM TALBOT 90 saloon, satin bronze/red leather,  
flawless...£925  
1950 HUMBER Pullman Phase II lim., privately owned, superb order £1145  
1948 WOLSELEY 8 h.p. 4-door saloon, the de-luxe model, all extras £645

**PRE-WAR CARS**

- 1935 AUSTIN 7 Ruby saloon, dark green/green leather, over 40 m.p.g. £165  
1938 AUSTIN Big 7 saloon, black/brown lthr., excellent little car...£255  
1939 AUSTIN Big 7 saloon, very economical engine, good tyres...£295  
1940 AUSTIN 8 saloon, similar to post-war series, A1 condition...£395  
1936 AUSTIN 10 Lichfield saloon, rear luggage boot, sound order...£225  
1937 AUSTIN 10 saloon, blue/blue leather, a nicely maintained car...£345  
1939 AUSTIN 10 saloon, engine reconditioned, and five new tyres...£375  
1934 AUSTIN Assoc 12/4, one of the good old timers, goes well...£145  
1938 AUSTIN Ascot 12 h.p. five-seater sln., very fine specimen...£375  
1937 FORD 8 Popular saloon, tip-top little runner, five new tyres...£195  
1938 FORD 8 New Type saloon, smart modern lines, recon. engine...£295  
1940 FORD 8 Anglia saloon, like post-war, exceptional condition...£365  
1936 FORD 10 4-door saloon, much above average condition, radio...£195  
1938 FORD 10 New Type saloon, just resprayed dark blue, extras...£295  
1939 FORD 10 Prefect saloon, black/fawn, good mechanical order...£345  
1938 HILLMAN 10 Minx saloon, in fawn, economical and reliable...£295  
1939 HILLMAN 10 Minx de-luxe saloon, leather int., good engine...£365  
1940 HILLMAN 10 New Type Minx, lift-up front, carefully maintained £395  
1935 MORRIS 8 series I saloon, a nice little car, runs really well...£195  
1936 MORRIS 8 4-door saloon in black and red, fitted new Dunlops...£225  
1938 MORRIS 8 saloon, series II, easy-clean wheels, luggage grid etc. £285  
1939 MORRIS 8 series M saloon, in beige, smart little car, bargain...£365  
1935 MORRIS 10 series II saloon, 2 owners only, original black red...£225  
1939 MORRIS 10 series M saloon, fitted reconditioned engine 1952...£395  
1939 MORRIS 12 saloon, 1 owner since new, original finish, heater...£385  
1937 ROVER 10 4-door saloon, recently overhauled, fitted new tyres...£375  
1939 ROVER 10 de-luxe saloon, late type model similar to post-war...£495  
1939 ROVER 10 saloon, 1 owner since new, good all-round condition £545  
1940 ROVER 10 saloon, fitted radio/seat covers, 50,000 miles only...£595  
1939 STANDARD 8 saloon, economical and sound, 5 new Goodyear  
tyres...£295  
1938 STANDARD Flying 9 saloon, fitted recon. engine, March 1951...£295  
1938 STANDARD Flying 10 sln., in maroon, very good all-round cond. £295  
1938 VAUXHALL 10 four-door saloon, does over 40 m.p.g., sound  
order...£325  
1939 VAUXHALL 10 saloon, in dark blue, fitted heater, exceptional £385  
1940 VAUXHALL 10 saloon, identical to post-war model, mod. m'ge. £385  
1939 JAGUAR 1½ litre 14 h.p. sports saloon in black, Ace discs, etc...£445  
1937 JAGUAR Competition model 2-seater sports, exceptionally fast £375  
1937 JAGUAR 2½ litre sports saloon, fast and delightful to handle...£245

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# Service conditions news

## LOCAL GOVERNMENT

### Salary scales for senior officers agreed

by J. C. HAMILTON

THE Joint Negotiating Committee for Chief Officers of Local Authorities—on which NALGO is represented by its President, WATSON STROTHER, and the General Secretary—has now issued its memorandum of salary scales and service conditions for officers occupying posts for which salaries exceed £1,000 a year, other than accountants and treasurers, engineers and surveyors, chief education officers, and architects, for whom recommendations were made in September 1950.

The salary scales, which are to operate generally from April 1, 1952, are:

	Minimum	Maximum
A	—	1,075
B	—	1,150
C	£1,050 × 50	1,250
D	£1,150 × 50	1,350
E	£1,250 × 50	1,450
F	£1,350 × 50	1,600
G	£1,500 × 50	1,750
H	£1,650 × 50	1,900
I	£1,750 × 50 (min.)	2,000

(Posts above this level are to be graded at the discretion of employing authorities.)

In view of the wide differentiation, as between one authority and another, in the duties and responsibilities of posts with similar titles, it is recommended that grading within the scales should be based on the duties and responsibilities of the individual officer in relation to the salaries, duties and responsibilities of other officers of the authority whose gradings have been fixed according to agreements reached in either the Joint Negotiating Committee or the local government National Joint Council.

The memorandum adds, however, that the Joint Negotiating Committee is prepared to accept the principle of uniform salary grading throughout the country for specific classes of officers, and that, if either side requests it and can demonstrate that uniform grading is practicable and desirable, the Committee will consider the matter "in due course."

### Provision for appeal

There is a clause safeguarding officers who are enjoying better salaries than they would receive under the recommended scales for so long as they occupy their present posts. Another provides an officer who is dissatisfied with his grading with the right of appeal, in the first place to his local authority and, if the officer is dissatisfied with the decision or if the authority fails to reach a decision "within a reasonable time," to the Joint Negotiating Committee.

Local authorities are recommended to give earlier effect to the scales in appro-

priate cases: for example, where the authority has suspended its promised review of an officer's position until publication of the national recommendations, or where an officer is within five years of retirement. In these cases, however, there is no right of appeal.

Other service conditions also recommended in the memorandum, subject to no officer being worse off, include:

**Annual leave:** at the discretion of the council, with a minimum of 21 working days;

**Motor car allowances, sick-pay:** as already recommended for chief officers by the Joint Negotiating Committee, which are, in turn, similar to those agreed by the local government N.J.C. for staffs earning up to £1,000 a year.

**Expenses:** approved out-of-pocket expenses to be paid.

Officers covered by the scheme are expected to devote their whole-time service to the work of the council, to enter into a fidelity bond, not to advise or to attend meetings of political groups of the council, and to surrender all fees or other emoluments to the council.

The memorandum, a copy of which has been sent to all branch secretaries in England and Wales, is the result of the report prepared by the Joint Liaison Committee, to which reference was made in these notes last month.

## Association victory for chief officers

NALGO won another legal victory last month, when the High Court refused an application by Derbyshire county council for an order to prohibit the Industrial Disputes Tribunal from hearing a dispute which the Association had reported to the Minister of Labour.

The Association reported the dispute because the county council had refused to apply the recommendations of the Negotiating Committee for Chief Officers. The county council challenged the jurisdiction of the Tribunal on the grounds that:

There was no dispute within the meaning of the Industrial Disputes Order;

If there was a dispute, it was not reported by a trade union on behalf of workers who were parties to it;

If any chief officer was in dispute with the council, then the dispute was an individual one, which the Tribunal could not hear; and

The officers concerned were not workmen within the meaning of the Order.

The Lord Chief Justice, Lord Goddard, found against these arguments and refused the order of prohibition. Derbyshire county council has since decided not to appeal and is now expected to adopt the recommendations of the Negotiating Committee.

## N.E.C. seeking more for pensioners

THE ASSOCIATION is urgently pressing for further improvements in the Pensions Increase Bill, now before Parliament.

As members will have read, the Bill provides for further increases to be paid from October 1, 1952, to local government pensioners at the maximum rate of £26 a year for the man with wife or dependant and £20 a year for the single man. These rates apply only to retired officers whose pensions began before April 1, 1948, and are progressively reduced for those who retired between that date and March 31, 1952. There is no increase for those retiring after the latter date, and in no case may the increase exceed one-third of the pension. The qualifying limit of income above which the new increase is not payable has been raised to £550 (pension) for the pensioner with wife or dependant and to £425 (pension) for the single pensioner, plus £52 "other income."

Immediately before the Second Reading P. H. HARROLD, chairman of the Association's law and parliamentary committee, and the legal officer, with representatives of other interested bodies saw GLENVIL HALL, M.P., the Opposition spokesman, and urged upon him the need to press for further improvements. After the debate, the Government agreed to increase the amount of other income which would be disregarded from £52 to £104. More improvements were being sought during the Committee stage which was in progress when we went to press.

## HEALTH

### Decision on pay claim again deferred

by G. W. PHILLIPS

NO DECISION has yet been reached on the claim for an increase of 10 per cent on all salaries to meet the rising cost of living. At a meeting of the Administrative and Clerical Staffs Council on May 16, the management side referred to the recent statement of the Chancellor of the Exchequer calling for restraint in wage demands, and said that it wished to study the implications of the statement before deciding its attitude towards the staff side's claim. Notwithstanding a protest from the staff side that the claim had been made in February and, had it been handled with reasonable speed, would have been settled before the Chancellor's statement was made, the management side was adamant and a joint sub-committee was appointed to consider the claim further. This met on June 9, but again no agreement was reached, and another meeting was to be held on July 10, after this journal had gone to press.

AC Circular No. 28 records an agreement on salaries and conditions of service for farm managers. The agree-



scales, excluding London weighting, are:

Grade 1—£500×25—£675

Grade 2—£650×25(2)×30(4)—£820

Grade 3—£740×30—£950

In grading farms in their areas, regional hospital boards are to consider the total acreage of farm land; arable acreage and the proportion devoted to special crops, vegetables, and fruit; number and type of livestock; and estimated annual turnover (and, in Scotland, Schedule A assessment).

An officer who is dissatisfied with the grading of his post has the right of appeal to the regional hospital board, and, if he is still dissatisfied, to a special appeals committee to be appointed by the Whitley Council.

### Nurses and Midwives Council

Representatives of the staff and management sides met on June 27 to consider the claim for revised salary scales. In reply to the staff side's complaint of delay, the management side explained that the claim had been sympathetically received but a great deal of work had been necessary. A further meeting was to be held on July 14.

### GAS SERVICE

## N.J.C. & Senior Officers' Council meetings

by G. H. NEWMAN

THE National Consultative Committee met on June 21 and, among other items, considered the agenda for the annual and ordinary meetings of the National Joint Council and the Senior Gas Officers' Joint Council. In receiving the reports of district consultative committees, it noted the strong requests from three of them for special scales for shorthand typists.

### National Joint Council

On June 25, the National Joint Council, having elected officers and members of committees for the coming year, considered a point of interpretation of the co-partnership agreement and the desirability of a reasonable educational standard of junior staff on appointment. The employers claimed that the staff side's proposals for a car allowance scheme were not a matter for negotiation as it was not a condition of service of any member of the staff that he should provide a car for the performance of his duties, but the staff side intends to continue to examine the problem.

### Senior Officers' Joint Council

The Senior Officers' Joint Council met on June 26. Approval was given to the constitution for area joint committees, which will be set up as soon as the Gas Officers' Guild and NALGO have agreed their respective representation on the officers' sides. These committees should be most helpful in dealing with some of the difficulties and problems affecting senior officers. The results of the ballots, which were reported to the

Council, revealed that the majority of senior officers have signified that they wish their terms and conditions of service to be negotiated in the joint council.

An application on behalf of legal officers and industrial-relations officers to be excluded from its purview, as provided in Clause II(a) of the Constitution, was deferred.

The officers' side gave notice that, at the next meeting of the Council on July 31, it would submit a claim for a general salary increase for officers of 20 per cent on the total cash emoluments as at July 31, 1952, to operate as from August 1, 1952. In applying the increase to individual officers, any co-partnership bonus, and any sum representing a general salary increase awarded after July 31, 1949, would be excluded.

### Pension scheme

At these meetings, the officers' and staff sides were given, in confidence, copies of the draft pension scheme, and, to avoid delay in obtaining the final approval of the Minister of Fuel and Power to the proposed scheme, an undertaking was given to the employers to submit comments on it within two weeks. A pensions sub-committee was set up by each side, and joint meetings, with co-opted advisers, have already been held. An outline of the scheme will be prepared and its provisions made known as soon as final approval has been obtained.

### TRANSPORT

## Trent company dispute referred to Tribunal

by J. LANCASTER

THE Minister of Labour has referred to the Industrial Disputes Tribunal a dispute between the NALGO members employed by the Trent Motor Traction Company and the management of the Company.

The dispute was reported to the Minister last February because of the persistent refusal of the Company, which is a B.E.T. undertaking, to negotiate with NALGO salaries and conditions of service for those of its officers who are designated as "salaried staff." NALGO is asking the Tribunal to award salary grades between £385 and £640 a year. The Minister has referred the dispute under article 1(b) of the Industrial Disputes Order, which empowers the Tribunal to deal with a dispute where there is no machinery for the voluntary settlement of terms and conditions of employment, but where the trade union represents a substantial proportion of workers in the section of trade or industry concerned.

### Docks and Inland Waterways

A claim for an increase of 10 per cent on salaries of all staff within the purview of the National Joint Council for the

Salaried Staff of Waterways Divisions has been submitted to the D. & I.W. Executive. It will be considered at a meeting of the N.J.C. on July 23.

## Honours for 13 members

AT LEAST thirteen members of the Association were honoured in the first birthday honours conferred by the Queen. They are:

### C.B.E.

C. B. TOWNEND, chief engineer, drainage department, Middlesex.

### O.B.E.

G. W. CHANDLER, M.M., deputy city engineer and surveyor, Birmingham.

G. CHESNEY, medical officer of health, Poole.

G. A. STONE, local taxation controller and licence officer, Worcestershire, and a member of the National Executive Council from 1933 to 1939.

L. H. WILSON, city architect and planning officer, Canterbury.

### M.B.E.

L. H. CLARKE, borough engineer and architect, Harrogate.

A. FELLOWS, principal administrative assistant, town clerk's department, Manchester.

A. MOODY, engineer and surveyor, Milford Haven.

MISS A. R. PETTIGREW, health visitor, Glasgow.

MISS E. C. RAMSAY, matron, Crookston Homes for Old People, Glasgow.

MRS. W. TEGG, matron, welfare department, L.C.C.

W. W. V. WILLIAMS, traffic assistant, Bristol Tramways and Carriage Co., Ltd.

### B.E.M.

G. E. HISCOCK, depot inspector, transport department, Southampton.

## Beware this man!

A YEAR AGO, Headquarters sent a confidential warning to branch secretaries that a former member of the Association had apparently adopted a plan of visiting branches or local authority officers and borrowing money on the plea that he was a NALGO member in a strange town and had lost his wallet. The money borrowed was not returned.

Last month, this individual reappeared in a south coast town hall with the same story. The branch officer who saw him remembered the warning, made inquiries, and found that the hotel at which he said he was staying had not heard of him, nor had any lost wallet been reported to the police. Whilst the man was being questioned, he bolted.

Other branch officers are warned to be on their guard.



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I shall certainly advise any sportsmen that one of your 'Litesomes' is a *must* !—C.S.S.

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They're grand ! Every man over 40 should have one.—*Nairn*.

## WHAT does 'Litesome' do ?

After a hard game I feel the support taking away that strain I had before.—*Hordean*.

What a wonderful asset . . . marvellously comfortable . . . I have managed to bring down my time for the 100 by .52 seconds.—*W.S.*

I only wish someone had suggested 'Litesome' sooner—the days seem so much shorter.—*K.S.*

## WHY 'Litesome' in preference to other underwear ?

Our players are extremely satisfied with them. I shall recommend to all the players I know.—*Battle*.

It certainly fits like a glove and there is no rubbing or chafing.—*Sidcup*.

I can say with all sincerity it is the finest I have ever used.—*R.C.C.*

## HOW about the cost ?

I still have some of your 'Litesomes' which I bought in 1946 and they still give excellent service.—*Ankara, Turkey*.

My 'Litesome' has already paid for itself as I am always ready to work.—*Birmingham*.

You don't know comfort until you wear a 'Litesome'.—*Rainham*.

Ask your best friend, he probably wears

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